

JOB DESCRIPTION & PERSON SPECIFICATION

Job Title:	Youth worker (bank)
Salary Range/Grade:	Negotiable depending on experience
Hours:	Various
Work Base:	The RISE Children's Centre
Reporting To:	Chief Executive Officer and Young People's Service Lead
Main Purpose of Job:	
<p>The RISE Trust is to deliver services to support children and young people, to improve outcomes for them and their families and have a positive impact on their lives.</p>	
Lead Responsibility:	
<p>The post holder will work as part of our Youth team working with children and young people in the community. To work with young people delivering activities in a youth club/safe space settings as well as detached sessions and 1-1 community mentoring delivering street-based youth outreach to the needs of local young people across North Wiltshire.</p>	
Key Task List:	
<ol style="list-style-type: none"> 1. Be part of team delivering youth services for 11 to 18-year-old (25 for YP with SEN) supporting our youth sessions as well as detached sessions and community mentoring. 2. Plan and lead on ideas and activities for young people in your session, including gathering feedback from young people. 3. Obtain resources and work with Young Person's Service Lead to ensure that sessions are fun, engaging and safe, ensuring that services meet the needs of young people that attend 4. To continually add content to RISE youth social media pages, making posters and adding value to our online presence where appropriate 5. Offer and deliver 1-1 community-based mentoring to young people in a range of community settings or within the home, giving them a space to talk, set goals and feel safe. 6. Following RISE policies for lone working 7. Support volunteers as they assist our RISE youth work 8. Attend local youth networks and meetings to strengthen links in the community areas we deliver youth work in 9. To coordinate and order equipment via RISE procedures for the team 10. Undertake appropriate training as required 11. Working in partnership with other local youth and community workers during youth sessions and within the community 12. To complete session reports, attendance sheets and evaluations and securely hold data 	

Job Activities – Standard Terms Common to all Job Descriptions

13. To work within the RISE Trust's Child Protection & Safeguarding Policy because safeguarding and promoting children's welfare is a priority in all aspects of the Trust's Delivery Plans. Any safeguarding concerns should be immediately reported to the Chief Executive of The RISE Trust using the Trust's alert process.
14. To undertake any other reasonable duties which are commensurate with the grade and responsibilities of the post as directed by the Chief Executive Officer in accordance with the objectives for the Children's Centre operational plans. The RISE Children's Centre exists to respond to the needs of individuals, consequently many of the tasks and responsibilities are unpredictable and varied. It is therefore expected that all staff will work in a flexible, resilient and confidential manner when required, undertaking tasks that have not been specifically covered in their job description.
15. To promote the organisation's strong commitment to Equality, Diversity and Inclusion.
16. To promote the organisation's quality assurance systems.
17. To handle all details about the children attending the Children's Centre confidentially and in accordance with the requirements of the Data Protection Act.
18. In discharging the duties of the post to have due regard for the provisions of Health & Safety at Work legislation, as detailed in the Health & Safety manual, ensuring health and safety compliance, risk assessments and safe systems of work are in place and adhered to.

The applicant should be:

1. Passionate about social action and outreach in the community.
2. Gifted in working with children and young people age 11 to 19 (up to 25 for SEN).
3. Qualified and/or experienced in working with children and young people.
4. Good at making positive relationships with young people and team members.
5. Keen to attend appropriate training and expand knowledge base
6. Have good knowledge of safeguarding and prioritise this within their work
7. Capable of and committed to leading and managing volunteers.
8. Positive, friendly, dynamic, energetic, and robust.
9. Able to maintain accurate records.
10. Able to work afternoons and evenings.

The RISE Trust is a Christian community charity which is totally diverse and inclusive.

This organisation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

In accordance with safer recruitment protocols, we will request references in advance of interviews, for shortlisted candidates.



PERSON SPECIFICATION		
Factors	Essential	Desirable
Qualifications	Experience with working with children and young people.	Willingness to work towards an accredited youth work qualification
Experience/ Knowledge	Able to demonstrate a good level of knowledge of young people's issues, experiences and needs.	
Skills/Abilities	<p>Good organisational and management skills.</p> <p>Good level of computer literacy, including Outlook, Word and Excel.</p> <p>Ability to communicate verbally and in written form with children, parents and carers, colleagues and representatives from outside agencies, such as Ofsted and government regulatory departments.</p> <p>Ability to engage with individuals from a range of backgrounds.</p> <p>Commitment to safeguarding, equality, diversity and inclusion opportunities and anti-discriminatory practice.</p> <p>Ability to work on own initiative.</p> <p>Ability to provide and facilitate safe and creative activities.</p>	Able to respond to the changing needs of The RISE Trust
Personal Qualities	<p>Passionate about social action and outreach in the community.</p> <p>Ability to communicate effectively with a broad range of people, from families to Senior Managers.</p> <p>Non-judgemental approach.</p> <p>The ability to prioritise workload and meet deadlines whilst under pressure, working in a fast-moving environment.</p> <p>Responsive to change and new ideas; adapt to new systems.</p> <p>Adopt flexible working pattern to meet the needs of the service and families.</p> <p>Enthusiastic and motivated who works to a high set of principles.</p> <p>The ability to be solution focused,</p>	<p>The ability to empathise with parents/carers.</p> <p>Sense of humour</p> <p>Current driving licence</p>

	<p>tolerant, patient, kind, warm, empathetic, friendly and with a positive 'can do' approach is highly essential.</p> <p>Ability to work as part of a positive team.</p> <p>Enthusiastic and motivated.</p> <p>Friendly and patient personality.</p>	
<p>The RISE Trust Christian values</p>	<p>The RISE Trust is a Christian Charity and Christian values underpin the RISE Trust's approach to social action within the community. We would therefore politely request the person is respectful of our prayer with and for staff, volunteers and service users, as and when appropriate.</p>	
<p><i>“Through unconditional love, commitment and passion we seek to enable all children, young people and adults to be the best they can be.”</i></p>		