



Senior Youth Worker

An exciting opportunity for an experienced youth worker to join
Youthscape's team working with young people in Luton

Youthscape

About the job

Location:	Luton
Salary:	From £25,000 per year
Hours:	40 hours per week
Holiday:	25 days + bank holidays
Probation:	6 months
Termination:	3 months by either party
Start date:	January 2022



Why you should join Youthscape's Luton team

Back in 1993, Youthscape started life as the Luton Churches Education Trust - a charity started and funded by the churches in Luton, working together to serve teenagers across the town. Since then we have grown into a national hub for youth work resources, events and training while continuing to serve the young people here at home.

Youthscape Luton are seeking to recruit an exceptional youth worker to take on an exciting and innovative role. The successful candidate will work as part of our Luton team and will be responsible for the 'Compass' course, a project that focusses on preventing young people from disengaging with education.

The Luton team are constantly seeking to welcome and support young people from every background and culture.

For this role, we are specifically seeking someone who will be able to reflect on our current practice, offer advice as to how current practice can be improved, and work with us as we journey towards our commitment to become an actively anti-racist organisation.

The successful candidate will also work alongside the wider local team to deliver a variety of youth work including work in local schools, weekly Bute Mills drop-in sessions, and getting involved with 'Luton Unite' a monthly Christian youth gatherings for youth groups across the town. The wide variety of work means that this role will not only offer you an exciting set of activities week to week, but will also include lots of face time with young people and opportunities to work alongside our fun and experienced team.

Occupational requirements:

1. As this role includes delivery of male-only projects, it is an occupational requirement that the post-holder to be male.

2. As this role includes responsibilities for supporting young people from ethnic minority backgrounds and enabling anti-racist practice, it is an

occupational requirement that the post holder must themselves belong to an ethnic minority group.

3. As this role includes Christian activities and practice, it is an occupational requirement for the post holder to be an active, worshipping Christian.

The Compass course

High-energy.
High-impact.
High-expectation.

Every term the Youthscape team run the Compass course; an eight-week programme for students at risk of disengaging with education. For one day per week, students from secondary schools across Luton swap their classroom based timetables for an engaging set of educational activities at Bute Mills.

The days begin with informal education sessions, delivered in our purpose-built classrooms. During these sessions the team explore the five values of the compass course - Commitment, Character, Competence, Community, Courage. After lunch the group set off to take part in a range of character and confidence building activities, such as rock climbing.

The course also consists of a weekend residential mid way through the programme, where young people are

given opportunities to set outside their comfort zones, visit new places, and engage with new experiences.

The Compass course has been hugely successful over the eight years it has been running, and we believe that this innovative and exciting programme has the potential to continue raising aspiration levels among young people in Luton, and equip them with the skills and self-belief needed in order to reach their full potential.

'This is a really exciting opportunity for an experienced youth worker! You'll not only have the opportunity to work alongside some wonderful young people through a fun, creative and effective programme, but also to further develop the material, increase the programme's reach, and put you're own stamp on this course going forward'. Jemimah Woodbridge, Local Director.

COMPASS



Key responsibilities & tasks

1. TO LEAD AND DELIVER 'COMPASS', A NEET PREVENTION COURSE BASED AT BUTE MILLS

1.1. To lead and develop Youthscape's 'Compass' course, a termly programme that engages young people who without intervention, are at risk of disengaging with education.

1.2. To organise and coordinate the compass course by:

- Working alongside the Assistant Director to ensure adequate referrals and engagement each term.
- Ensuring the programmes are properly planned, budgeted and resourced.
- Ensuring the programmes are properly staffed, by both Youthscape team and volunteers.
- Ensuring the progress of the young people is properly gathered and stored in line with Youthscape Luton's monitoring and evaluation system.
- Adapting and developing the programme content where required, in order to most effectively meet the needs of the target audience.
- Working collaboratively with the rest of the Youthscape Luton team to ensure integration of vulnerable young people into other projects.

2. TO SUPPORT THE DELIVERY OF THE WIDER YOUTH-FACING PROGRAMMES AT BUTE MILLS.

2.1 To support the delivery of a new boys mental health project that is due to launch in Autumn 2021, and which will take place at Bute Mills.

2.2 To lead one drop-in session per week, taking responsibility for the programme, rota, volunteers and administration associated with this session. And to support the delivery of one further drop-in session per week.

2.3 To be part of the team delivering Luton Unite, a monthly Christian gathering for young people across Luton, which is led in partnership with many local churches.

2.4 To develop new programmes, alongside the local leadership team, that will support vulnerable young people in Luton.

2.5 To support the local leadership team in their aim to broaden and deepen Youthscape's work with local young people from a wide range of ethnic backgrounds. Youthscape

seeks to be an inclusive, welcoming and anti-racist environment for every young person. The post holder of this role would be responsible for supporting and improving local practices in this area, specifically in relation to young people who belong to ethnic minority groups. This will include sharing your reflections on current practice, offering recommendations that will improve young people's experience and engagement with Youthscape, and supporting implementation of any agreed changes.

2.6 To take responsibility for the planning, administration, monitoring and evaluation associated with the youth work delivered.

3. TO LEAD AND DELIVER YOUTH-FACING WORK IN LOCAL SECONDARY SCHOOLS.

3.1. To lead, alongside another member of Youthscape's local team, the delivery of work within one local secondary school.

3.2 To maintain a good relationship and communication channels with the staff and students.

3.3 To lead group work and mentoring in school on a weekly basis.

3.4 To deliver assemblies, lessons and Thirdspace projects as and when required, in partnership with other members of Youthscape's local team.

3.4 To take responsibility for the planning, administration, monitoring and evaluation associated with the schools work delivered.

4. TO FULFIL WIDER RESPONSIBILITIES AS A MEMBER OF THE YOUTHSCAPE TEAM

4.1. To participate, as required, in meetings, training and development, and staff activities within Youthscape, including our weekly chapels at 9am on Mondays, and attendance at three 48-hour retreats each year.

4.2. To carry out any other reasonable tasks as required by your Line Manager.

Person specification

ESSENTIAL

1. Skills

People Skills

- Excellent interpersonal skills, including knowing how to relate to people in different contexts
- Good people management skills
- Strong communication skills, including oral, written and social media
- Ability to relate to young people and build appropriate, encouraging relationships with them
- Ability to set and maintain strong boundaries with young people and manage challenging behaviour

Strategic Skills

- Ability to multi-task and manage competing priorities
- Good administrative skills, including ability to manage own time
- High standard of computer literacy
- Ability to manage and hold together different elements of projects and programmes to ensure smooth delivery

Personal Skills

- Strong Christian faith
- Gracious and accepting of others

regardless of faith, ethnicity, culture, socio-economic status, gender or background

- Honest, and of high integrity and fairness
- Motivated, committed and tenacious
- Personal effectiveness and self-management

2. Knowledge

- Awareness and understanding of youth culture and current issues facing young people.
- Awareness and understanding of specific challenges faced by vulnerable young people.
- Awareness and understanding of CCE and CSE, and how to best support young people experiencing exploitation.
- Awareness and understanding of general safeguarding practices and procedures when working with young people.

3. Experience

- At least two years direct experience working with young people in an urban community or school setting
- Experience of direct work with vulnerable young people
- Experience of leading youth work projects or programmes with young people in an urban community or school setting

4. Values and Ethos

- There is an occupational requirement for this role to be held by a practicing Christian
- The successful candidate will have a passionate interest in the welfare and development of vulnerable young people.
- The successful candidate will have a passionate interest in anti-racist practice.
- The successful candidate will be willing to live in Luton.

5. Transport

- Hold a full UK driving licence, and own a car that can be used for work as an independent means of transport.

DESIRABLE

- Experience of liaising with other professional services and practitioners in order to provide support for vulnerable young people
- Experience working with looked-after young people, and young people at risk of becoming NEET.



How to apply

1. If you would like to discuss this role, ask any questions or find out more about Youthscape before applying, please contact Jemimah Woodbridge, the Director of Youthscape Luton by emailing jemimah.woodbridge@youthscape.co.uk.

2. To apply for the post, complete an application form which can be downloaded from the Youthscape website. Make sure you check that you meet occupational requirements for this role.

3. Send your completed application to Jemimah Woodbridge, the Director of Youthscape Luton by emailing jemimah.woodbridge@youthscape.co.uk. Applications must be received by 12pm on 22nd October 2021.

4. Applicants will be contacted to confirm if they are being invited for interview on or before 25th October 2021. Interviews take place on Monday 1st November.

5. Appointment of the successful candidate will be subject to providing references, a satisfactory DBS and proof of eligibility to work in the UK.

youthscape.co.uk

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