

**Role Profile – Sessional Youth Worker – Outreach and Detached**

<b>Job title</b>	Sessional Youth Worker – Youth Mentor	<b>Salary:</b>	£10.75 per hour
<b>Reporting to:</b>	Team Leader	<b>Holidays:</b>	33 days including bank holidays (pro-rata)
<b>Location:</b>	Unitas Youth Zone	<b>Hours:</b>	Up to 34 hours per week available

**The Person:** Do you want to join a charitable organisation committed to giving young people their voice and promote their power? Can you help make the lives of young people better? You will be a Youth Worker committed to working with and creating positive and effective relationships through mentoring and conversations.

You will be committed to engaging with young people in the community, in public spaces, in their neighbourhood, and signposting them on to Unitas and/or other services. You will be skilled in being relatable to young people, displaying accurate empathy and positivity. You will be passionate about creating a fun, positive, challenging, and energetic environment, alongside facilitating conversations with young people to explore their views and express their opinions.

**Key Relationships:** Core Management team, Youth Work Managers, OnSide, External Stakeholders, Young People and Parents.

**Key Dates:** **Interviews tbc**

To apply please complete the application form found on our website and return applications to [applications@unitasyouthzone.org](mailto:applications@unitasyouthzone.org)

**Job Purpose:**

As a consequence of Covid19 Unitas Youth Zone, along with the whole youth work sector, has had to respond accordingly. One of the key responses, in light of restrictions placed upon the sector, is to seek to engage young people in public spaces and areas away from our own purpose-built centre. We need to support young people wherever they need us. We call this ‘Unitas 2.0’– a blended approach to delivering youth provision across our own centre, outreach work in the community, satellite provision, mentoring and digital activity.

As a result, and under the outreach strand of Unitas 2.0, we are committed to delivering our own Unitas youth provision in other public spaces – from our local parks to street-based youth work. We must give them a voice; help foster their power and allow them to shape Unitas for the future.

From art, sport, enrichment, mentoring and more, you will be required to support the development, programming, and delivery of outreach and detached Unitas provision within the borough of Barnet. Leaning on our large membership and reach, we are seeking individuals to broker, influence, encourage others and break down barriers to ensure we can place ourselves in the community. You will have to help us form relationships with other organisations. You will be involved in session delivery, planning, preparation, and work with young people closely. You will be provided all the necessary equipment and training and will be afforded plentiful personal development opportunities.

You will be someone with a clear ‘can do’ approach, committed to a growth mindset, eager to learn and willing to take risks all for the benefit of supporting young people. You will demonstrate our Values through all you do and will commit to giving your best every session for young people.

#### **Context of the post:**

OnSide Youth Zones, established in 2008, has been growing rapidly and has ambitious plans to create 100 Youth Zones in towns and cities, giving young people somewhere safe and inspiring to go in their leisure time. Youth Zones are amazing places: accessible, vibrant, welcoming, fun and caring are just some of the words used by young people to describe their Youth Zone. Unitas, opening in Summer 2019, will be no exception, and is part of the OnSide network of Youth Zones.

Many young people, particularly those from socio-economically deprived areas, face an endless maze of boredom, loneliness, and temptation, with nowhere to go and a lack of inspiring and productive activities to occupy their leisure time. This can lead to negative impacts on their health, educational attainment, and career prospects. These are the young people that will shape the country’s future prospects. It is this paradox that lies at the heart of OnSide’s drive to establish a national network of Youth Zones; a proven model of youth service provision that is aligned to community needs and supported by cross-sector funding. Youth Zones give young people affordable access to a broad range of sport, arts, and employability services, designed to help them lead active, positive lives and raise their aspirations for themselves and their community.

Unitas Youth Zone is centrally located, dedicated to young people, and makes a bold statement about the importance of giving young people high quality places to go in their leisure time. Open 7 days a week including school holidays, the Youth Zone’s vision is to unite young people to fulfil their full potential. The state-of-the-art £6.5 million building provides young people with access to a range of activities, all offering young people the opportunity to try new things, meet new friends and gain support from friendly, warm, and positive staff and volunteers. The facilities include a 3G pitch, a gym, sports hall and recreation area, and dance, arts, music, and media suites.

Find out more by watching ....

<https://www.youtube.com/watch?v=zBdwHAKiRJw>

### **Main duties and responsibilities**

- To engage young referred to the mentoring programme, arranging initial contact and subsequent sessions at Unitas or a mutually agreed venue.
- To provide one to one mentoring to the young people referred to the service on a session-by-session basis.
- To appropriately plan and organise outcomes-focussed activities to engage young people during sessions, underpinned by methods of supporting young people to overcome individual social, educational and emotional barriers and create personal development plans for the future.
- To establish a positive and interactive relationship with each young person.
- To help each young person to develop or begin to develop life skills and to accomplish specific goals.
- To be an active listener and offer support and encouragement when appropriate.
- To empower young people to resolve current issues and to develop coping strategies for the future.
- To provide awareness of community, educational and economic resources available to young people and their families, and how to access these resources.
- To monitor the progress of each mentee and record a short report after each meeting.
- To develop links and relationships with schools/colleges, community groups, other youth organisations and potential employers for supporting young people's progression.
- To gather monitoring and evaluation data from each young person/mentee. The duties of the post may vary from time to time without changing the general character of the duties or the level of responsibilities entailed.

### **General**

- To be alert to issues of safeguarding child protection, ensuring the welfare and safety of Youth Zone members is promoted and safeguarded, and to report any child protection concerns to the Designated Safeguarding Leads using the safeguarding policies, procedures, and practice (training to be provided).
- To assist with any promotional activities and visits that take place at the Youth Zone.
- To actively promote the Youth Zone and positively contribute towards increasing Youth Zone membership.
- To adhere to Unitas Youth Zone policies at all times, with particular reference to Health and Safety, Child Protection and Equal Opportunities.

### **Other duties**

- To carry out any other duty with the Youth Zone provision and facility operations, and within the competencies of the post holder, as directed by your line manager or a senior manager.

### Person Specification

<b>Selection Criteria*</b> A = Application Form I = Interview T = Test/Personality Profile	<b>Essential or Desirable</b>	<b>Method of Assessment</b>
<b>Experience</b>		
Face to face activity delivery, working with young people both in groups and individually	Essential	A & I
Experience of delivering a range of informal, creative activities to young people	Essential	A & I
Experience of supporting young people who are disaffected, underachieving and / or have social / emotional barriers to participation	Essential	A & I
Experience of working in a team and alongside volunteers	Essential	A & I
Organising a programme of youth work activities	Desirable	A & I
Experience of working with challenging young people	Desirable	A & I
Residential work with young people	Desirable	A & I
<b>Qualifications</b>		
Introduction to Youth Work or Youth and Community Work Level 1- 3 or equivalent	Desirable	A
<b>Skills</b>		
Ability to engage and build positive relationships with young people, including the disengaged / disadvantaged	Essential	A & I
Ability to develop good professional relationships with young people and adults	Essential	A & I
Ability to work with young people to enable the development of their social education by providing activity programmes, services and facilities that are fun	Essential	A & I
Ability to be enthused by young people and others	Essential	A & I
Ability to coach, encourage, motivate, and provide reliable support to young people	Essential	A & I
Ability to dynamic risk access	Desirable	A & I
Ability to plan and liaise with other professional organisations	Desirable	A&I
<b>Knowledge</b>		
Understanding of issues affecting young people's lives	Essential	A & I
Knowledge of health and safety, diversity awareness and safeguarding best practice	Desirable	A & I
<b>Special Requirements</b>		
A willingness to work unsociable hours	Essential	A & I
Enhanced DBS clearance. Commitment to Safeguarding children	Essential	A & I
The ability and willingness to travel to other spaces and community settings within the borough	Essential	A & I

Unitas Youth Zone are committed to safeguarding and promoting the welfare of children, young people, and vulnerable groups. This post is subject to an enhanced DBS check. The strength of the OnSide Network of Youth Zone is the diversity of its people, we place huge value on different people doing things in different ways and we welcome applications from what might be considered non-traditional backgrounds. The one thing we all have in common is our desire to raise the aspirations of young people across the country. We are an equal opportunity employer. All applicants will be considered for employment without attention to race, colour, religion, sex, sexual orientation, gender identity, national origin, veteran, or disability status.

<b>Unitas Values:</b>
<b>Young People First:</b> We will show an absolute determination to unite young people in order to help them raise their aspirations and fulfil their potential.
<b>Be The Best Version of you:</b> We want everyone associated with Unitas to be the best they can be, to never settle for 'just enough' or 'second best' and to constantly strive to do more and to challenge each other for more.
<b>Integrity:</b> We want everyone associated with Unitas to act with integrity, to be honest and open, and to respect each other and the youth zone environment.
<b>#Oneteam:</b> All those associated with Unitas will display a willingness to work together and to form positive and collaborative relationships that strive for the best possible outcomes for young people.
<b>Dream Big:</b> We will support young people to achieve their goals helping them see that they can be whoever they wish to be and that they can have some fun along the way in a safe and nurturing environment.

# UNITAS 2.0

**YOUR VOICE.  
YOUR POWER.  
YOUR UNITAS.**

**YOUNG PEOPLE FIRST // #ONETEAM // DREAM BIG // INTEGRITY // BE THE BEST VERSION OF YOU**

UNITAS	UNITAS COMMUNITY OUTREACH	UNITAS SATELLITE	UNITAS MENTORING	UNITAS YZ AT HOME (DIGITAL)
<ul style="list-style-type: none"> <li>• Capped sessions in line with guidance</li> <li>• Bookable activity</li> <li>• Invite only</li> <li>• Community partners</li> <li>• Holiday Club</li> </ul>	<ul style="list-style-type: none"> <li>• Montrose Park - fitness, art, dance, open air drama, mentoring</li> <li>• Walking Bus</li> <li>• Local parks</li> <li>• Engaging young people through street based activity</li> <li>• Trips &amp; Treats - bowling, meals out</li> </ul>	<ul style="list-style-type: none"> <li>• Community spaces</li> <li>• Children's centres?</li> <li>• Local Authority hubs</li> <li>• Working collaboratively with local partners and at their venues</li> <li>• After School Clubs</li> </ul>	<ul style="list-style-type: none"> <li>• 1:1 support</li> <li>• Borough wide</li> <li>• Meet in neutral spaces like local cafes and restaurants</li> </ul>	<ul style="list-style-type: none"> <li>• Timetable weekly content</li> <li>• UniCafe</li> <li>• Peer to peer</li> <li>• Tik Tok</li> <li>• Insta</li> <li>• Snapchat</li> </ul>

**← YOUTH VOICE / SEND / VOLUNTEERING / AMBITIONS / TRAINEESHIPS →**

*PPE - Risk Assessment - Social Distancing - Staff Bubbles - Salesforce - Review*