



Application Pack

Youth Support Worker (All Our Futures – Climate Action Project)

Dear Applicant,

Re: Youth Support Worker (All Our Futures – Climate Action Project)

Thank you for your interest in working for The Junction. Within the application pack you will find a Job Description, Person Specification, Equal Opportunities Monitoring Form and application form.

The Junction is a respected charity working to make a difference to the lives of children young people and their families. We are proud of our reputation and believe that all of our workers are key to establishing positive relationships, building trust, self-belief, a sense of family and belonging.

Due to successfully gaining funding from The National Lottery Community Funds Climate Action Fund for an initial three-year period we are seeking a Youth Support Worker to support delivery of programmes to children, young people and families for the All Our Futures Project.

This ground-breaking project will deliver:

- The development of projects within children, young people and family's local communities to reclaim or restore local natural spaces within, increase the usage and improve access to nature – creating connection to nature on their doorstep and improving awareness of its role in combatting climate change (3 communities over three years involving 150 community members in total one urban, coastal and rural project)
- An active programme of regular activities to educate and engage children, young people and families within the delivery of RCBC's biodiversity. This will increase community support and ownership of spaces developed and will help develop young people's connection to the natural world by educating them on how this can help tackle climate change. (200 people throughout the programme)
- An education programme concentrating on climate change, and the natural world. This programme will be delivered on evenings, weekends and school holidays to actively engage children and young people who face additional challenges or disadvantages. (350 children and young people)
- Children and young people's direct involvement in the decision making around the development, priorities, monitoring and evaluation of impact through our children and young people's climate change Focus Group (All Our Futures Group) and an annual impact review conference for children and young people. (400 children and young people)

The right candidate will have experience of successfully developing session planning and delivering direct work to children and young people, the processes and policies this entails, recording activities and outcomes for participants.

When writing your application please ensure you address the person specification provided and highlight any information in excess of the criteria. If you would like to discuss the requirements of the post or have any questions about the role please contact **Phil Dolphin** on 01642 756000 or via e mail **Phil.Dolphin@thejunctionfoundation.com**

Once you have completed your application please return to:

recruitment@thejunctionfoundation.com

Or alternatively post to The Junction, Westfield Farm, Dormanstown, Redcar, TS10 5NA please ensure your envelope is marked PRIVATE AND CONFIDENTIAL.

Please note the deadline for the applications **is 18th January 2024**

Interviews on 7th and 9th February 2024

The post is subject to relevant safeguarding procedure which includes a satisfactory Disclosure and Barring Service check. We look forward to receiving your application.

Yours faithfully,

Beth Major
Chief Executive Officer

Why work for The Junction?

Pension

We contribute 5% of your equivalent salary into your pension scheme for all eligible posts.

Staff Wellbeing Programme

Our staff Wellbeing Programme, provided through Simplyhealth, provides money back on health related treatments such as optician costs, dentist fees, physiotherapy and alternative therapies, so you aren't left to foot the bill.

Counselling Helpline

We provide access to 24hr Counselling Helpline support so you are never left to struggle if life becomes tough.

Counselling Face-to-Face

In addition to the helpline we provide access to 6 sessions of face to face counselling

Generous Holidays

Our generous holiday entitlement of 6 weeks per year plus bank holidays means you can balance your work and home life commitments.

Loyalty Holiday Bonus

We reward loyalty by offering colleagues 1 extra days holiday for every completed holiday year up to a maximum of 5 additional days. Increasing holiday entitlement to 7 weeks per year plus bank holidays for 5 completed holiday years.

Staff Development

We have a history of growing our own talent and we develop and support staff to expand their knowledge and take opportunities that become available.

Making a Difference

By being part of an extra ordinary team we work together to help transform the lives of local children, young people and families.

Within The Junction

There are a range of services within The Junction all working towards shared goals and all focused on making a difference to the lives of children, young people and their families, including:

- Youth Employment Services
- Young Carers' Services
- Youth Services
- Children and Young People's Emotional Wellbeing and Mental Health Services
- Children and Young People's Specialist Transport Services

We pride ourselves on being able to provide multiple specialist services 'under one roof' with each service interacting together to provide the best possible seamless service to children and young people. We employ multi-disciplinary teams of professionals with backgrounds in psychology, social work, counselling, youth work and youth unemployment as well as other qualified and experienced practitioners who:

- Understand the issues facing children and young people
- Have the skills to effectively support them
- Can deliver outcome focused interventions

We have developed a unique service delivery model to ensure that clients are able to access a service that supports their individual needs. However, the ethos of The Junction ensures our services do not work in silos, although we recognise the need for service identities and separate lines of accountability to stakeholders.

All of our services are person-centred, outcome-focused and outcome-driven with an increased need to evidence the impact our services have on children, young people and their families.

Expectations and Job Description

It is essential that everyone who works or volunteers for The Junction recognises how their efforts help us make a difference to the lives of so many children, young people and families who are in need of our support. It is equally important that everyone is conscious of how their role supports the Vision and Mission of The Junction and that everyone can feel a sense of pride in their work.

We are very protective of our reputation of putting children and young people at the heart of everything we do and we have a clear expectation that all of our workers believe in and work to the Values and Key Principles of the organisation.

Vision

Our vision is a world where no child, young person or family is left to struggle. We want a world where there is always someone to talk to.

Mission

To empower children, young people and their families to embrace life with confidence, facing life's challenges in a positive way.

Values	Key Principles
We listen	Children and Young People are at the heart of everything we do
We genuinely care	
We don't judge	Our workers are the key to building strong, positive relationships
We empower	
	Working in partnership to make change happen

Working within The Junction's policy environment

All staff and volunteers within The Junction are expected to work in accordance with the policies, practices and procedures of the organisation. Key to this approach is a commitment to promote and safeguard the welfare of children, young people and vulnerable adults, as safeguarding is everyone's responsibility. Similarly, all staff are expected to demonstrate a commitment to promoting and valuing diversity, being prepared to challenge the use of discriminatory language and to support and encourage non-discriminatory practice.

Personal Development

All staff are expected to make a commitment to their own personal development, partaking in personal development opportunities and undertaking training, supervision and appraisal as required and to support the personal development of others, particularly apprentices.

Job Title: Youth Support Worker (All Our Futures)

Salary: £20,585

Hours: 18.5 hours per week

Contract Type: Fixed Term – ending 31st March 2027 (possible extension subject to funding)

Responsible to: All Our Futures Project Coordinator

Accountable to: Service Manager

JOB PURPOSE:

To assist in the delivery of the All Our Futures – National Lottery Climate Action project as directed and its key deliverables including:

- The development of projects within children, young people and families local communities to reclaim or restore local natural spaces within, increase the usage and improve access to nature – creating connection to nature on their doorstep and improving awareness of its role in combatting climate change (3 communities over three years involving 150 community members in total one urban, coastal and rural project)
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- An education programme concentrating on climate change, and the natural world. This programme will be delivered on evenings, weekends and school holidays to actively engage children and young people who face additional challenges or disadvantages. (350 children and young people)
- Children and young people's direct involvement in the decision making around the development, priorities, monitoring and evaluation of impact through our children and young people's climate change Focus Group (All Our Futures Group) and an annual impact review conference for children and young people. (400 children and young people)
 - To assist in the planning, delivery, evaluation and recording of activities and support for young people working within the principles and values of The Junction at all times.
 - To support positive outcomes for children, young people and families.

SUPPORT:

Support and supervision will be carried out by a suitably experienced Project Coordinator or Work Area Lead.

PRINCIPAL DUTIES AND RESPONSIBILITIES:

Working with Children, young people and their families

- Work as directed by Service Coordinator and project to provide activities and access for children, young people and families.
- To be prepared to work flexibly - a minimum of 3 evenings a week and weekends.
- Establish and maintain positive relationships with young people, their families, external stakeholders and the wider community.
- To work as part of a team, supporting project staff and providing a flexible response for children, young people and families taking into account their needs and abilities.
- Ensuring effective planning, recording, monitoring & evaluating of work.
- Raising awareness of the needs of programme participants and contribute to enabling them to have a voice.
- Ensure that children, young people and families engaged in the project are kept safe from harm at all times and utilise The Junctions Safeguarding and Health and Safety Policy and Procedures effectively.
- Demonstrate an active commitment to making a positive difference to the lives of children, young people and their families.

Working in Teams

- To support the development of the service in line with The Junction strategic plans by taking an active part in team meetings and support, as well as working collaboratively with all colleagues and partner agencies.
- To contribute to the day to day administration & running of The Junction's projects & services.
- Undertake other duties and responsibilities as required from time to time commensurate with the post.

Working within The Junction's policy environment

The Junction Foundation, Westfield Farm, The Green, Dormanstown, Redcar, TS10 5NA

Tel: 01642 756000

Registered Charity Number: 1125578 Registered Company Number: 6648312

- Demonstrate a commitment which promotes and values diversity and the equality of opportunity in relation to employees, workers, service users and the wider community, challenge the use of all discriminatory language and practice and positively encourage all staff, volunteers, partners, young people and volunteers to adopt non-discriminatory practice.
- Undertake all work in accordance with The Junctions policies and practice including Information Security, Health and Safety, Risk Management.
- Achieve that the highest standards of customer care are met at all times.
- Positively promote the welfare of children, young people and vulnerable adults and ensure that it is recognised that safeguarding is everyone's responsibility.

Personal Development

- Be committed to your own personal development partaking in personal development opportunities and undertaking training, supervision and appraisal as required.

Person Specification	Essential	Desirable	Proposed Selection Method
Qualifications and Training			
A minimum of a Level 2 in youth work, health and social care, Mental Health or a related field (or a commitment to undertake as soon as reasonably possible).		X	A/I
Demonstrable experience of Safeguarding training (or a commitment to undertake as soon as reasonably possible).	X		A/I
Additional qualifications and/or training in working with children and young people with specific identified needs.		X	A/I
Experience			
Experience of working with children and young people	X		A/I
Experience in an informal environment	X		A/I
Experience of working on climate or environmental issues		X	
Experience of working directly with young people to achieve positive outcomes.		X	A/I

Experience of supporting children and young people in a structured group setting		X	A/I
Experience of supporting children and young people on a one to one basis		X	A/I
Experience of working in teams	X		A/I
Experience of planning, delivering and evaluating activities with children and young people	X		A/I
Knowledge, Skills and Abilities			
Knowledge of issues and barriers that young people and their families face	X		A/I
Patience and tact to deal with a range of issues that may occur with individuals	X		A/I
Effective verbal and written communications	X		A/I
Good organisational skills	X		A
Ability and willingness to undertake further training and development	X		A/I
Ability to work with partner organisations from the public, private and voluntary sectors	X		A/I
Understanding of the risk and involved in working with vulnerable young people and their families	X		A /I
Ability to respond appropriately to safeguarding	X		A/I
Work related circumstance			
Demonstrate an understanding of professional boundaries and appropriate relationships with people and other professionals	X		A/I
Ability to work out of standard working hours and flexibly to meet the needs of the service, children and young people	X		A/I
Ability to travel flexibly to meet the needs of the service with access to own transport		X	A/I
Equal opportunities and Diversity			
Commitment to pursue Equal Opportunity and Non-Discriminatory practice	X		A/I