



## **Application Pack**

# **All Our Futures (Climate Action) Project Worker**

Dear Applicant,

**Re: All Our Futures (Climate Action) Project Worker**

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 Fund's Climate Action Fund for an initial three-year period, we are seeking a Project Worker to lead delivery of aspects of programmes to children, young people and families under the direction of the Project Coordinator for the All Our Futures Project.

This ground-breaking project will deliver:

- 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).
- 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 a background in supporting children, young people and families and the ability to develop and deliver group work as well as high levels of organisational skills

and a commitment to making a difference to the lives of children, young people and families and tackling climate change through nature.

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 Rebecca Brett on 01642 756000 or via e mail at [Rebecca.Brett@thejunctionfoundation.com](mailto:Rebecca.Brett@thejunctionfoundation.com)

Once you have completed your application please return to:

[recruitment@thejunctionfoundation.com](mailto:recruitment@thejunctionfoundation.com)

Or alternatively post to The Junction, 19 Station Road, Redcar, TS10 1AN, please ensure your envelope is marked PRIVATE AND CONFIDENTIAL.

Please note the deadline for the applications **is Monday 16<sup>th</sup> September 2024 at 5pm**

**Interviews will be held on the afternoon of Wednesday 25<sup>th</sup> September 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 day's 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:** All Our Futures Project Worker

**Salary:** £24,862 per annum pro rata

**Hours:** 18.5 hours per week

**Responsible to:** All Our Futures Project Coordinator

**Location:** Flexible – with a suitable base within South Tees.

**Contract: Fixed Term** – ending 31<sup>st</sup> March 2027 (possible extension subject to funding)

**Job Purpose:**

**Support:**

Support will be provided by All Our Futures Project Coordinator

**Principles Duties and Responsibilities:**

- To Lead identified aspects of planning and delivery of the All Our Futures – National Lottery Climate Action project as directed by the Project Coordinator 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)
  - 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).

- To lead on aspects of the planning, delivery, evaluation and recording of activities and support for children, young people and families working within the principles and values of The Junction at all times.
- To support positive outcomes for children, young people and families.

### **Working with Children, Young People and Families**

- Work as directed by the Service Coordinator and project to plan and provide activities and access for children, young people and families.
- To work with children, young people and families and project partners to identify suitable projects (and roles within projects) within communities to reclaim or restore natural spaces
- To develop and oversee a range of activities to enable children, young people and families in Redcar and Cleveland to engage with delivery of the biodiversity strategy and gain access to natural spaces with project partners.
- To support the development and delivery of an education programme for children and young people in challenging circumstances on climate change and the natural world on evenings, weekends and school holidays with project partners.
- To support the reporting functions within the project including ensuring all planning and permissions for group activities are risk assessed and approved to timescale, sessions and individual outcome and evaluation data is recorded accurately through systems to enable smooth reporting.
- To be prepared to work 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 support the development and delivery of youth voice activities within the project including a project focus group and the organisation of an annual conference for children and young people.

### **Working in Teams**

- Work as part of The Junction's team(s) to provide a flexible and effective service for children, young people and their families to achieve positive outcomes in line with organisational and the project objectives.
- Work collaboratively with the All our Futures Team to deliver group sessions and events.
- Work collaboratively with all colleagues and partner agencies, including attending and reporting to relevant external meetings as directed.
- Provide supervision and support for other Junction workers, including volunteers and placements.
- Ensuring that information about the role of The Junction and its projects is publicised and promoted specifically to contribute to promoting All Our Futures and the Junctions environmental and carbon emergency work.
- Work as part of The Junctions Team(s) to contribute to its strategic and organisational development including sharing experience, knowledge and where appropriate providing training and guidance.
- To contribute to the day-to-day administration & running of The Junctions Projects & services.
- Undertake other duties and responsibilities as required from time to time commensurate with the post.

### **Professional Development**

- Access own line management and supervision as appropriate
- Take part in relevant professional development to update skills and address any gaps in knowledge or training relevant to the role.

## Working within The Junction's Policy Environment

- 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 any 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 but not withstanding Information Security, Health and Safety, Risk Management
- Achieve the highest standards of customer care 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. To report all safeguarding concerns through The Junctions safeguarding processes and if working in a school environment to the school directly under Keeping Children Safe in Education Legislation
- Work and adhere to The Junctions values at all times.

Person Specification All Our Futures – Project Worker	Essential	Desirable	Proposed Selection Method
<b>Qualifications and Training</b>			
Minimum Level three qualification in a relevant field (Children and young people's or environment)	X		A/I
Relevant degree		X	A/I
Evidence of significant professional development and/ or further qualifications relevant to the role		X	A/I
Demonstrable experience of appropriate Safeguarding training	X		A/I
Ability and willingness to undertake further training and development as required within Job Description	X		A
Demonstrable commitment to personal development	X		A

<b>Knowledge, Skills and Abilities</b>			
Substantial experience in delivering services to children, young people and families	X		A / I / R
Experience of working in a service where agreed targets are in place demonstrating outcomes.	X		I
Experience of working in community based settings, including community/ youth centres, schools, colleges and training providers	X		A/I/R
Ability to manage own time and workload	X		I/R
Experience of delivering presentations to professionals and young people		X	I
Knowledge and experience of issues and challenges that vulnerable children and young people face	X		I
Knowledge of climate crisis and environmental issues		x	A/I
Excellent people skills - Ability to engage, build strong relationships with families, children and young people to build trust, motivate and empower them to meet agreed goals and outcomes	X		I
Good organisational skills and the ability to prioritise workloads to meet the needs of children, young people and their families	X		I
Ability to work with partner organisations from the public, private and voluntary sectors and especially schools.	X		A/I
Able to work as part of a team	X		A/R
Able to act on identified risk while working with vulnerable children and young people	X		A/I
Understanding and experience of the need to have and work to appropriate professional boundaries	X		A/I
Effective communication skills, both verbal and written and ability to understand and respond to requirements of different audiences		X	A/I

Excellent case recording, report writing and case presentation skills	X		A/I
Excellent IT skills – including competency in using Microsoft word and experience in using data base systems to record sessions and notes		X	A/I
<b>Work Related Circumstance</b>			
Willingness to work flexible hours including some evening and weekend activities.	X		A
Prepared to work in a non-smoking environment	X		A
Demonstrate an understanding of professional boundaries and appropriate relationships with people and other professionals	X		A
Vehicle licence and access to a vehicle or prepared to achieve within an agreed period, ability to travel as per the demands of the role	X		A
<b>Equal opportunities, Diversity and organisational values</b>			
Commitment to pursue Equal Opportunity and Non Discriminatory practices.	X		A/I
<b>Personal qualities</b>			
Empathy and understanding of the needs of the client group	X		I
Personal resilience	X		A
Friendly and welcoming	X		I
Ability to work in a developing service and embrace change	X		I
Energy and Commitment	X		I
Understanding of and Commitment to The Junctions core values	X		I

A = Application I = Interview T = Test P = Presentation