



**Bromley
by Bow
Centre**

Bromley by Bow Centre Recruitment Pack

Youth Support Worker (casual)

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Charity no 1041653

Bromley by Bow Centre

The Bromley by Bow Centre is a pioneering and vibrant community charity in East London globally-renowned for its radical approach to health and wellbeing. It was founded 37 years ago and sits in a beautiful three-acre community park. At its heart is a partnership between a diverse community, a locally-rooted charitable organisation, a research team and one of the most progressive primary care health teams in the UK.



We support families, young people and adults of all ages to learn new skills, improve their health and wellbeing, find employment and develop the confidence needed to achieve positive outcomes they may not have dreamt of.

We work with the most vulnerable people in our community, those who are isolated, facing physical or mental ill health or who are lacking confidence, skills or qualifications. We deliver a diverse range of projects based on a unique model that combines social entrepreneurship, the arts, learning, social support, horticulture and holistic and integrated health programmes.

Our work is based on people's individual needs, because we know that health is primarily driven by social factors, not medical ones. Our model is based on community empowerment and people taking control of their lives.

The role

We are looking for a Youth Support Worker to help young people engage in the Bromley by Bow Centre's Capital Talent Young Londoners programme. The programme aims to reach young people between the ages of 10-21 and delivery is mainly face-to-face at Spotlight in Langdon Park or at the Bromley by Bow Centre. The sessions are wide ranging including sports such as martial arts, tennis, employability skills such as goal setting, personal motivation and confidence building. CV workshops, as well as interview preparation, job search, creative art therapy and civic participation sessions amongst others.

The programme runs for between 3 and 6 hours on Saturdays. Start times are most likely to be 10am running through until 4pm (depending on programme and scheduled session delivery). We are looking for someone to work on a casual basis (from around 6 hours to a possible maximum of 10 hours a week) to support with the delivery of these sessions.

You should have experience of working with young people aged 10-21, supporting them in physical and sports activities as well as working with them to support them in accessing further education, training, traineeships, apprenticeships and jobs. An understanding of safeguarding, GDPR and child protection is crucial to this role.

You will be responsible for the overall coordination, planning, implementation and delivery of the programme. You will engage our young people in the delivery of various activities and events and additional training such as employability and youth focus groups with an emphasis on co production.



The role

Job title	Casual Youth Support Worker
Pay	£11.50 p/hour
Reports to	Employability and Skills Project Manager
Contract	Casual (3 month with potential to extend)
Hours	Flexible (will include weekends)
Pension	Contribution made – details on request
Deadline	29th May at 23.59pm
Interviews	7th June 2022

Successful applicants will be subject to an Enhanced DBS Check.

Applications

We believe that being a diverse organisation that is truly committed to being anti-racist will create the best outcomes for the community we work with. We are therefore actively seeking applicants from ethnic minority backgrounds and the LGBTQ+ community for this role.

Please let us know how we can make the recruitment process more accessible for you or if you would like us to send you the job pack in a different format by emailing People@bbbc.org.uk

To apply send a covering statement outlining your interest and relevant experience for this role and CV to people@bbbc.org.uk



Sessional Youth Support Worker Job Description

Key responsibilities

The role includes the following duties however these may change as the post evolves:

- To effectively outreach, engage and recruit young people aged 10-21 as well as maintain a network of relationships with interested stakeholders and referring agencies.
- To successfully implement and deliver engaging weekly sessions on the Capital Talent Young Londoners programme and facilitate groups and activities for young people
- To maintain a record of all participant engagement and development during their involvement on the programme
- Keep up to date accurate records of attendance as well as a good quality skills action plan and SMART Goals.
- To assess the needs of young people, adjusting delivery accordingly including support for young people with additional learning needs.
- To evaluate the programme and work with Bromley by Bow Centre staff to improve and grow delivery.
- To support young people in all aspects of employability, including application forms, interview skills and job search techniques through one to ones.
- To support centre staff to signpost young people and their families to other relevant services to activities and support that will be beneficial to them.
- To support staff to promote and recruit to the programme and to capture case studies for evaluation as and when needed.
- To complete weekly data capture forms

Sessional Youth Support Worker Person Specification

The role requires someone who is non-judgmental, a good listener and passionate about supporting and empowering young people to achieve their goals. The individual must have integrity and be discrete in handling sensitive information.

Essential Experience

- Experience of engaging and working with young people
- Experience of supporting people from complex backgrounds, for example Special Educational Needs (SEN), Leaving Care Team or similar
- Developing strong relationships with young people through inclusive practice

Essential Knowledge

- Understanding of safeguarding and child protection legislation
- Excellent organisational and prioritisation skills with attention to detail
- Excellent interpersonal, communication and presentation skills
- Ability to work on own initiative to ensure the successful completion of weekly sessions.
- Ability to work with public sector and voluntary community sector partners.
- Excellent IT and Microsoft skills to capture young persons journey on the programme.
- Good awareness of equality and diversity issues and ability to put policy into practice
- Understanding of and working with GDPR & Data Protection legislation

Desirable

- Level 2 or 3 Diploma in Youth Work Practice – Desirable