



West Rhyl Young People's Project
Registered Charity No. 1040386
17 Bedford Street, Rhyl, Denbighshire LL18 1SY
01745 357941
info@vivalgbt.co.uk



Dear Applicant

LGBT+ Youth Support Worker

Thank you for your interest in this post.

Viva LGBT+ - which is part of West Rhyl Young People's Project (WRYPP) - is looking for a highly motivated and enthusiastic lesbian, gay, bisexual or trans (LGBT+) Youth Support Worker to work within a team providing support and informal education for young people who identify themselves as lesbian, gay, bisexual and/or trans, or who may be questioning or unsure of their sexual and/or gender identity.

An important aspect of this role is for the post holder to serve as a positive LGBT+ role model to young people.

Viva LGBT+ aims to make contact with and engage young people who are currently experiencing social exclusion due to their emergent sexual orientation and/or gender identity and to provide them with a safe environment and opportunities to meet others of the same age to develop friendships and to explore the issues of importance to them.

The Youth Work Curriculum Statement for Wales states: *"Youth work is driven by the voluntary principle which recognises that young people have the right to choose whether to engage with youth work provision"*.

LOCATIONS

You will facilitate groupwork sessions and conduct outreach work with young people in a variety of settings in various locations across Denbighshire, Conwy, Flintshire and Wrexham. You will be required to work at up to 3 of the 4 sites each week.

This role will involve travelling between locations over a wide geographical area, so we recognise that this might present a challenge for some. Therefore, we would be willing to consider offering this post as a job-share, should it become apparent that this is the most practical arrangement.

EQUALITY AND DIVERSITY

All staff of West Rhyl Young People's Project are responsible for upholding high standards of inclusivity, as required by the Equality Act 2010, when planning and delivering youth work. All staff must ensure that pro-active, anti-oppressive practice is adopted at all times; in line with the WRYPP's Equality and Diversity Policy.

The ability to communicate in Welsh is particularly desirable.

Employment is subject to references and DSB check.

Designation: Youth Support Worker – Viva LGBT+

Salary: £20,005 per annum pro rata

Employed by: West Rhyl Young People's Project, 17 Bedford Street, Rhyl
Denbighshire LL18 1SY

Accountable to: WRYPP Project Manager

Contracted hours: 18.5 hours per week, this will include evening and occasional weekend duties

Contract: This post is funded for three years (renewal would be subject to further funding).

Funded by: BBC Children in Need

The closing date for completed applications is: Midday, Friday 17th August 2018.

Interviews will be held on **Tuesday 28th August 2018**. You will only be contacted if you are being invited for interview (regretfully we do not have the capacity to reply to applicants not shortlisted).

As part of the assessment process there will be two interviews;

- a) A formal panel in the daytime, made up of a young person and two staff members, and
- b) a young people's group interview in the evening.

Sending us your application form:

Please fill out the application form and return it to us via email or post.

Best of luck, completing the application form. If you have any questions about the role, please contact Gareth Davies, on 01745 357941, who will be happy to discuss these with you.

JOB DESCRIPTION

Viva LGBT+ Youth Support Worker 18.5 hours

Job Purpose

1. To provide direct services to young people as part of Viva LGBT+.
2. To support the Team Leader to develop and deliver a range of informal education and personal development activities for LGBT+ and questioning young people.
3. To assist the Team Leader in planning and running up to three weekly, age-appropriate, face to face sessions that offer activities and information to support the educational, social and personal development of LGBT+ young people.
4. To provide outreach one to one support to young people (and occasionally to their families).
5. To deliver centre-based drop-in sessions at various sites across the counties of Denbighshire, Conwy, Flintshire and Wrexham.
6. To plan, co-produce (with young people and colleagues) and deliver educational workshops pertinent to the needs of the client group.
7. To facilitate the self-empowerment of young people to make informed choices about their lives, which enhance and promote their personal development, health and well-being.
8. To actively encourage and promote the involvement of young people in the decision-making, planning and development of the service and programmes.
9. To assist in the delivery of awareness raising training for other providers of services to young people.
10. To provide up to date and high quality information to young people, their families and external agencies.

Additional Responsibilities

11. To promote Viva LGBT+ to young people, families and local support agencies and providers, in particular schools and youth services.

12. To build links and assist in the establishment of effective partnerships that will support and advance the overall work of our LGBT+ youth provision and other WRYPP services.
13. To maintain referral systems and protocols between Viva LGBT+ and external agencies.
14. To keep up to date with services and other developments that relate to young people.

General tasks

15. To work with colleagues to ensure that the safety and well-being of young people and staff is maintained at all times.
16. To maintain accurate and up to date records of work carried out within the service - including records of young people, one to one meetings and incident reports - and support the Team Leader in production of reports.
17. To support the ongoing evaluation of services, making changes and assisting in developing new services as required.
18. To attend line-management and any other supervision.
19. To undertake relevant training and development courses.
20. To undertake any other duties in line with the role, responsibilities and activities of the post and any other duties as might reasonably be asked of the post holder at the request of the Team Leader and/or Project Manager.
21. To work within WRYPP's policies and procedures, observing at all times confidentiality and safeguarding procedures, and to actively promote and implement WRYPP's commitment to equality and diversity.
22. To undertake some limited general office reception duties such as cleaning, dealing with office correspondence and welcoming clients into the building.
23. To respond to general telephone enquiries and requests for assistance, information and/or details of WRYPP services.
24. To be responsible for any specific financial procedures as directed by the Project Manager e.g. when handling petty cash.
25. To understand and support the overall work of the organisation.

Person Specification - Viva LGBT+ Youth Support Worker

Essential

Education & Qualification

Educated to degree level in Youth & Community Education or substantial relevant experience

Experience of:

1. Working with vulnerable young people
2. Planning, preparing and delivering appealing and enjoyable social and educational activities for young people
3. Preparing and delivering educational workshops to young people and adults
4. Working with individuals and small groups in developmental and empowering ways
5. Providing one to one support for young people
6. Working collaboratively with partner organisations to maximise impact
7. Monitoring progress and evaluating outcomes

Knowledge

8. In-depth knowledge and understanding of issues affecting LGBT+ young people in particular and of local and regional LGBT+ support networks
9. Knowledgeable about youth work theory and practice

Skills and Abilities

10. Effective listening skills
11. Ability to motivate, inspire and empower children and young people
12. Ability to design and deliver creative activities for children and young people
13. Effective communication skills, verbal and written (reports and monitoring)
14. Ability to prioritise and manage own workload
15. Ability to work in an environment dealing with challenging and sensitive issues
16. Ability to work flexible hours (including evenings and weekends)
17. Basic IT skills

Critical Personal Attributes

18. A genuine interest in young people and commitment to their wellbeing and empowerment
19. Demonstrable commitment to combating all forms of discrimination
20. Comfortable and able to work with difficult situations
21. Committed to meaningful youth participation
22. Can work remotely and use initiative
23. Maintains robust professional boundaries with children and young people and their families
24. Contributes positively to the work of colleagues and the wider team

Desirable

25. Ability to communicate in Welsh is highly desirable