

JOB DESCRIPTION

POST TITLE: Sessional Youth Club Worker

POST REFERENCE: YMS/001

LOCATION: YMCA Swansea

RESPONSIBLE TO: Youth and Community Manager

PORTFOLIO: Youth and Community Department

HOURS: Zero Hours

SALARY: £15/£20ph

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1.1 INTRODUCTION

YMCA Swansea was established in 1886, it is a charity & limited company and operates as a social business. It is governed by a Board of Volunteer Trustees and employs a skilled and dedicated team to deliver services and support in Swansea and in communities across Wales.

Vision: 'An inclusive movement transforming communities, so that young people can belong, contribute and thrive'.

Our core Business Services cover 5 Key Areas:

- Health & Wellbeing
- Training & Education
- Support & Advice
- Family Work
- Accommodation

YMCA Swansea has an established track record of supporting vulnerable and at-risk young people often with Protected Characteristics who may not easily access mainstream provision. We support young people through a range of youth work approaches, with the main ones being one-to-one case management, group work, youth clubs, online, trips and activities, residentials and outreach interventions.

YMCA Swansea's Youth and Community Department are looking to create a pool of sessional staff that would be available to work a variety of Youth Clubs and Activities during term-time and holiday programmes.

An enhanced DBS (Disclosure and Barring Service) check for regulated activity (formerly a CRB) will be required for this role.

1.2 Types of Provision that may you be required to work/cover

Y-Hub - is delivered across two key strands of youth work approaches: A Drop-in Youth Club, which runs on a Friday evening during school terms and an Outreach/Street-Work provision that is delivered different nights of the week to meet the needs of young people and the community. Our foundation, our aim and our drive is to create communities where young people truly belong, contribute and thrive. In just a few months of delivering this provision, we have witnessed what an invaluable service, Y-Hub is in achieving this. Y-Hub is genuinely a life-changing and at times a life-saving project. The Street-based aspect of the project involves responding to areas of risk, where young people are vulnerable to exploitation and more. Outreach has filled a desperate need within the town centre of Swansea, where Youth Workers have provided quality preventative and intervention youth work support for young people. Our street-based provision focuses on building effective relationships with young people based on trust and respect and building up a rapport, where they may then want to access other centre-based provision.

GoodVibes - is an inclusive LGBTQ+ Youth group, that supports young people between the ages of 11-25. It runs every Tuesday evening where it provides a safe space that reduces feelings of loneliness and isolation. Young people can build peer friendships within a community so that they belong, contribute, and thrive. It is a group where young people can be surrounded by likeminded individuals in an environment that promotes respecting other people's choices, citizenship, and cultural identity. It provides young people with the confidence to explore their own identity around people that really understand and care. GoodVibes operates on the foundation of strong values of inclusivity and diversity. Young people can come to GoodVibes without fear of judgment, harassment, bullying or discrimination and social pre-conceived norms. They can be 100% themselves and have a safe space to explore their identity. It is a group where young people can come and introduce themselves, their names, preferred names, pronouns, and favourite things. And what they receive from each other, and youth workers is acceptance, without questions.

Young Carers - Runs every Wednesday evening during school terms. This is an opportunity for Young Carers aged 8-18, to have a break from their caring role, meet other Young Carers and participate in different activities to support their physical, social, and emotional wellbeing in a safe and friendly environment. Young Carers club is about providing fun and interactive activities for young people, that may not get many opportunities outside of this provision. to be around their friends building peer networks and gaining new experiences. We provide free transport to and from the sessions for Young Carers who may not be able to access the sessions due to transport being a barrier.

2.0 JOB DESCRIPTION/DUTIES

To work under the direction of the CEO, Youth and Community Manager and the Youth Club Leader, to support the delivery of YMCA Swansea's Youth Clubs Provision. Supporting young people between 8-25 to develop their personal, social, educational, and physical skills and help them reach their potential.

- 2.1 Support Youth Club Leader/Coordinator on the planning and delivery of YMCA Swansea Youth Club Provision. Focusing on Quality Youth Work and Good Practice
- 2.2 Demonstrating the importance of education and development young people's lives by creating and building a good level of trust between the young people and yourself. Ensuring relationship building and young people are at the heart of everything.
- 2.3 Organise and facilitate informal, educational, and recreational activities in partnership with young people, including games, physical fitness, arts and crafts and topic-based workshops, providing them with new opportunities and experiences
- 2.4 Encourage people to participate in activities and form healthy relationships by greeting and introducing new members, encouraging group activities, and providing oversight to ensure everyone is treated fairly
- 2.5 Developing and gaining an understanding of young people's overall and individual needs to identify service development and needs for youth work intervention
- 2.6 Create and maintain a safe and welcoming environment to all young people and community members
- 2.7 Deliver targeted and quality-based outreach provision, ensuring young people understand the services available to them at YMCA Swansea
- 2.8 Work in partnership with Young People to develop and grow the service.
- 2.9 To ensure the delivery of Quality Youth Work, through a range of Youth Work approach's, following the Youth Work Strategy for Wales 2019.
- 2.10 Support young people around knowing their rights and advocating on their behalf as well as supporting them to have a voice within their community.
- 2.11 Building trusting relationships and links with other key agencies and organisations, ensuring that we are strong representatives of young people we work with.
- 2.12 To work with your YMCA colleagues to ensure the overarching aims and objectives for YMCA Swansea and the Youth and Community Team are achieved
- 2.13 Contribute to regular supervision and work appraisals
- 2.14 Undertake training, as deemed necessary to the success of the post.
- 2.15 Undertake any further duties deemed necessary for the success of the Youth and Community Team.

PERSON SPECIFICATION

<p>Experience & Knowledge</p>	<ul style="list-style-type: none"> • Experience of working as a qualified Youth Support Worker/ Youth Worker • Empathy and understanding of the needs of vulnerable young people and communities. • An Understanding and Experience of Community Development • Knowledge and Experience of Project Recording, Monitoring and Evaluation • Experience of supporting Youth Groups/Clubs or Centre-Based Youth Work • Experience of supporting Street-based/Outreach Youth Work • Experience of supporting targeted youth work provision • Excellent knowledge of Health and Safety and All Wales Safeguarding policy and procedures • Experience of Safeguarding Reporting and Recording. • Good understanding of the Values & Principles of Youth Work underpinned in the National Occupational Standards for Youth Work, Youth Work Strategy for Wales 2019 and the Principles and Purposes of Youth Work.
<p>Essential Qualifications</p>	<ul style="list-style-type: none"> • Level 2 or above Youth & Community Work • Is eligible to/or is already registered with the Education Workforce Council • A Satisfactory Disclosure Check from the Disclosure and Barring Service. • Excellent Employment References
<p>Essential Skills</p>	<ul style="list-style-type: none"> • Excellent Knowledge and Understanding of the Issues Faced by Young People • Excellent Communication skills and ability to work well with people at all levels • Excellent Organisational Skills • Ability to engage and build effective relationships with young people • Ability to engage with target groups of young people • Excellent Teamwork Skills • Ability to Work on Their Own Initiative • A Real Desire to Learn and Develop, Adopting a Flexible Approach
<p>Desirable Skills</p>	<ul style="list-style-type: none"> • An awareness of approaches for working with those who are neuro-divergent • The ability to speak Welsh
<p>Job Circumstances</p>	<ul style="list-style-type: none"> • The projects are delivered in Swansea. • Travel to neighbouring areas may be required occasionally.
<p>Expectations</p>	<ul style="list-style-type: none"> • A Strong Understanding of the Needs within disadvantaged communities • Compassionate approach towards Equality and Diversity • Commitment to Professional Development through Training and Lifelong Learning • Ability to Work Flexible Hours as Regular Evenings & Weekend work will be Required • Willingness to Undertake Travel Across Wales as and When Required
<p>Personal Qualities</p>	<ul style="list-style-type: none"> • A positive view of young people • A Strong Passion for Representing the Voices of Young People • Passionate about Young People and Their Futures • Confident and Proactive • Enthusiastic, Driven and Professional • Responsible and Trustworthy • Supportive and Empathetic • Team Player • Innovative, Adaptable and Flexible • Sense of Humour