



JOB PROFILE

Job title:	Youth Engagement Worker
Pay Band:	AFC 27 to 30 - £32,430 - £34,794 pa
Directorate:	Social Care
Operational area:	Kingston and Twickenham
Reports to:	Leaving Care/UASC Team Manager

VISION FOR ACHIEVING FOR CHILDREN

Achieving for Children is passionate about ensuring the best possible outcomes for children and young people and will deliver the services they need to live safe, happy, healthy and successful lives.

WHO WE ARE

Achieving for Children is a community interest company created by the London Borough of Richmond upon Thames and the Royal Borough of Kingston upon Thames to deliver their children's services. The company has delivered services since 2014. The Royal Borough of Windsor and Maidenhead joined the company in 2017. The Director of Children's Services is responsible for the delivery of early help, health, social care and education services in their local area, either Kingston and Richmond or Windsor and Maidenhead. Corporate support services, such as ICT, HR and finance, are delivered company-wide. These services are led by the Chief Operating Officer, who is also responsible for company governance and for ensuring it delivers its contractual obligations to its commissioning Councils.

Achieving for Children continually reviews its structure and business practices in order to provide the best possible services for children, young people and their families in the most effective and efficient way. As a result, the key tasks in any job profile may be varied and the post-holder will be expected to take on such variations and duties consistent with the level of responsibility of the post.

CONTEXT

PURPOSE AND RESPONSIBILITIES

The post is responsible for participating with young people who are Looked After Children, Children in Care and Leaving Care. The Youth Engagement Worker will be supporting the

Children in Care Council and associated group of stakeholders, including recruitment across both Boroughs whilst supporting young people with active participation in Corporate Parenting functions. The post will plan meaningful youth work participation activities leading to a genuine difference in the lives of young people whilst working effectively with young people, parents and carers, Managers, Councillors and external stakeholders.

We are looking for a person with commitment, devotion and optimism to empower children looked after by the state, through championing young people to ensure their voice is heard. The ideal candidate should have a passion to make a difference to the lives of children and young people who are known to the care system.

The youth engagement worker will be responsible for collaborative integration and social interaction of children and young people looked after. In order for children and young people with individual experiences of the care system, to work together to successfully influence social work practice.

The youth engagement worker will work with the Leaving Care/UASC Team Manager to establish creative and cost effective ways for engagement. This may involve networking in the community with local businesses for support and opportunities.

Job content is listed below:

1. To work with young people to create and deliver meaningful participation activities and programmes that reflect the needs of the individual, group and wider voice of young people.
2. To work with the Leaving care team to ensure that children in the care of Richmond and Kingstons receive access to the best services to meet their needs.
3. To support the Permanency teams to develop specific projects for children who may not be accessing the Children's Rights service for advocacy, including younger children, those with disabilities and those in foster care, in prison, secure, or residential placements outside of the city.
4. To develop and promote publicity material giving information on children's rights for children and young people, service users and professionals.
5. To contribute to the development and promotion within the Leaving Care/UASC Team of policy procedures and practice to ensure children's rights are addressed.
6. To provide advice and consultation about children's rights to workers and managers.
7. The candidate for this post must be flexible, dynamic and able to work effectively and using their own initiative.
8. To champion young people's involvement in decision making (including design, evaluation, delivery, and commissioning of services) in line with good practice.
9. To support the collaboration and delivery of projects associated with the Children in Care Council Action Plan, Corporate Parenting Panel, and key stakeholders and partners.

10. To work effectively in partnership with key stakeholders including foster carers, Looked After and Leaving care teams, case managers and senior managers in order to develop effective ways of engaging with service users
11. To support young people to explore their own personal development and make informed and safe decisions through interesting and innovative ways
12. To provide fun and educational challenges, experiences and understanding about risk taking behaviours, the consequences and impact on the young person and others.
13. To assist and input into the monitoring and evaluating all activities in line with agreed requirements.
14. To lead and plan specific sessions as directed to ensure that the delivery takes place, is recorded and achieved desired outcomes.
15. Have the welfare and care of all young people and families as a consistent priority, ensuring the Safeguarding Policies and procedures are adhered to at all time.
16. Ensure young people, colleagues and parents are treated with respect and valued as individuals in accordance with the Company Equal Opportunities Policy.

Job Activities:

1. To effectively contribute to supporting young people and their carers/families through effective youth work approaches via participatory methods.
2. Maintain your expertise and an up to date knowledge through continued professional development opportunities in participation.
3. Maintain professional conduct at all times, and act as a role model displaying positive values and behaviours.
4. Participate in all relevant supervisions, appraisals, team meetings and activities that form part of this role.
5. To ensure safeguarding and effective risk management is incorporated within planning and delivery of youth programmes in line with policies and procedures.
6. The role requires evening and weekend working and occasional stays away from home.
7. The role will require at times to provide delivery at different locations to reflect the current service needs.
8. Undertake any additional tasks as reasonably requested that are commensurate with the purpose and grade of this job description.

ORGANISATIONAL VALUES

Trust - I am reliable, others can count on me to undertake tasks and deliver on what was agreed. I will do what I said I would do. I will encourage open and honest communication, and model clear and fair professional boundaries.	Essential	Interview
Respect - I will listen to and value other people's perspectives and differences. I will show empathy and humility in the way I communicate.	Essential	Interview
Empower - I help others to realise their ability and potential, and show emotional intelligence in my approach. I show appropriate and respectful use of the power given to me in my job or position and I use this to encourage and enable others.	Essential	Interview

QUALIFICATIONS AND EXPERIENCE

Qualifications

Recognised qualification in a relevant field minimum to level 3.	Essential	Application form
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Experience

Experience of effective engagement with young people in particular with children looked after and leaving care and young people with SEN.	Essential	Application form and interview
Experience of identifying young people's needs and developing interventions with individuals and groups of young people.	Essential	Application form and interview

Experienced delivering youth engagement programmes that have raised achievements and improved outcomes including vulnerable and at risk young people.	Essential	Application form and interview
Experience of leading a staff team and planning activities.	Essential	Application form and interview
Experienced in group work facilitation.	Essential	Application form and interview
Experience of achieving and promoting engagement projects and events successfully.	Essential	Application form and interview

Knowledge, skills and abilities

Knowledge of the issues young people face in the current landscape including Children in care.	Essential	Application form and interview
Knowledge of participation models, good practice and approaches to achieve targets.	Essential	Application form and interview
Knowledge of Safeguarding and Risk Management with regards to Trips and visits and Youth work.	Essential	Application form and interview
Good organisational skills and timekeeping.	Essential	Application form and interview
Able to use computer systems to input and record data.	Essential	Application form and interview
Able to manage safeguarding concerns or accident/incidences safely and record and report in a timely manner.	Essential	Application form and interview
Good presentation and public speaking skills.	Essential	Application form and interview

Ability to engage with individuals from a range of backgrounds.	Essential	Application form and interview
Ability to communicate effectively with a broad range of people.	Essential	Application form and interview
The ability to make decisions that protect young people and others.	Essential	Application form and interview
The ability to listen, work with and support professionals and young people to achieve positive outcomes.	Essential	Application form and interview
Flexibility of working hours to meet minimum number of evening work, weekends and occasional overnight residential or expedition work.	Essential	Application form and interview
Ability to demonstrate a high level of determination, personal drive, energy and ambition to achieve challenging targets and improve outcomes.	Essential	Application form and interview
Commitment to an organisational culture and the development of services that value equality and diversity.	Essential	Application form and interview

This job profile is provided for guidance only. It will be reviewed, updated and amended in accordance with the changing needs of Achieving for Children and the specific requirements of the role.

Updated: September 2019