

|  |  |
| --- | --- |
| **Post** | Support Worker |
| **Hours** | Minimum 36 hours per week plus 2 optional sleeps |
| **Salary** | £22,800.96 standard 36 hours plus 2 optional sleeps per week paid at £105.  Total - £33,720.96  Plus, additional overtime available |

**SUPPORT WORKER ROLE**

Youth Hubz provides accommodation and support to young people aged 16 and over who are Looked After by the Local Authority. We work with young people, in partnership with other agencies, to support them to make a successful transition into independent adulthood.

The young people that Youth Hubz works with have had a range of difficult experiences which means that they can be distrustful of professionals having had for example multiple disrupted placements. Youth Hubz works with ‘hard to reach’ young people and they will bring with them a range of challenging and risky behaviour.

**Job Description**

Support workers will work under the general direction of the Youth Hubz managers and the Director and as part of a team to deliver a high standard of support to young people.

Using an empathetic and non-judgmental approach, you will work directly with the young people to support them to develop the skills and confidence that they need to live more independently, and to support them to make the transition from care to living in shared, semi-independent, or independent living.

You will be working as part of a rota system and evening and weekend availability is necessary.

**Responsibilities**

You will be expected to develop and maintain positive relationships with young people who have complex needs and present challenging behaviour.

Your role will involve supporting and working with young people to develop all aspects of independent living skills, social/life skills, problem-solving and planning skills and reducing risk-taking behaviour.

You will also be expected to support and facilitate the young people to access health, education, YOS or preparation for work courses and support them with any other appointments they may have.

You will be expected to assist and support young people to clean and maintain their living environment to a high standard.

To identify and facilitate positive physical activities.

Have an understanding and respect for the diverse needs of each young person. All young people to be treated fairly and consistently.

Always establish and maintain clear and professional boundaries.

All direct support will be focused on meeting the outcomes identified in the young person’s placement plan.

You will be expected to update and maintain records after each contact with a young person.

You may be expected to attend meetings with the Youth Hubz managers to feedback on a young person’s progress.

You will be expected to be aware of and raise any Safeguarding issues/risks that may arise.

You will be expected to work with the young person’s social worker, PA and any other Agencies working with and supporting them. You will be expected to support and represent the young person in any meetings or contacts they have with the above.

**Person Specification**

**Experience**

1. Experience of working with young people in an employed or voluntary capacity. (E)

**Qualifications or Training**

1. Training in working with young people (D)
2. Qualification in working with young people. (D)
3. National professional qualifications in youth/health and social care or community work. (D)
4. If no formal qualifications, you must be willing to work towards a NVQ level 3 in Health and Social Care / Childhood studies or equivalent (E)
5. Understanding of safeguarding/child protection issues. (E)
6. Understand the young person’s right to confidentiality. (E)

**Practical skills**

1. Work directly with young people in accordance with agreed individual programmes and strategies of support. (E)
2. Support young people by showing awareness of their individual interests and preferences, by introducing them to a range of different experiences and enabling them to make informed choices wherever possible. (E)
3. Support young people to gain the maximum benefit from education and all other opportunities open to them. (E)
4. Ability to use ICT and have a basic level of literacy and numeracy (E)
5. Participate in supervision, training and development activities as necessary to ensure up to date knowledge and skills. (E)
6. To comply with the requirements of all Youth Hubz policies, procedures and staff instructions, including responsibilities under the Health and Safety Policy and Procedures. (E)
7. An ability to work with staff at all levels, working as part of a team and liaising with other professionals. (E)

**Personal Qualities & Attributes:**

1. Commitment to working with young people. (E)
2. Passionate about achieving the best outcomes for young people and a willingness to go the ‘extra mile’ to do so. (E)
3. Effective inter-personal skills and ability to form positive and supportive relationships with young people. (E)
4. Effective oral and written communication skills and competent in the application of ICT. (E)
5. Flexible in working patterns to accommodate some evening and weekend working as required. (E)
6. Car driver and access to own vehicle. (D)
7. Committed to continuous improvement. (E)

(E) – Essential

(D) – Desirable