



INFORMATION FOR APPLICANTS

Youth Worker (Mentoring)

The Opportunity:

We believe every young person should have the opportunity to succeed in school. Do you? Could you help eliminate school's exclusions in Camden, by delivering high quality in-person mentoring and advancing young people's voice and agency to influence change?

Inspiring Inclusion is high quality mentoring, youth services and participatory action programme for young people at risk of disproportionate exclusion, delivered by The Winch in partnership with Somali Youth Development and Resource Centre and Future First. Our programme works specifically with young people aged 11-16, from racialised communities.

We are looking for someone to mentor young people from racialised communities who are at risk of school exclusion and to support our youth participation programmes, addressing disproportionate exclusion and delivering long-term system change.

About You:

You will be a values-driven, experienced and organised youth worker, with an appetite for learning, reflective practice and continuous improvement. You'll be keen to develop yourself and others. You will have experience of delivering high quality 1 to 1 support to young people, acting as a relatable role model and trusted adult.

You will be excited by the opportunity to change systems that disproportionality disadvantaged young people from racialised communities. You will enjoy working within a partnership of different organisations with different histories and perspectives and welcome the possibilities this creates for adaptation and growth. You will have well-developed communications, relationship building, administration and problem solving skills.

You will be committed to advancing our culture of participatory practices and power sharing at the Winch. You will report to the Programme Lead and play a key role in shaping and delivering our wider youth work provision and the Winch's strategic ambitions.

About The Winch.

Founded in 1972, when local residents repurposed a dilapidated pub for the benefit of the community, The Winch's vision is to transform the life chances of children growing up in north Camden, London. We achieve this by making it our mission to build a cradle to career ecosystem of support; drawing together relationships, opportunities and services around children, young people and their families.

The Winch has developed an innovative, evidence-informed model that is effective in supporting children, young people and families facing multiple disadvantages in our community. It works by putting their voices, experiences and aspirations at the heart of our work and doing whatever it takes - over the long term -to help ensure they can succeed.

We work collaboratively with partners to reduce fragmentation and stigma in how services are designed and accessed, and to encourage local cooperation. Our model drives the way we tackle poverty, exclusion and injustice, by 'building a village around the child'.

We're committed to the following values:

- Act with integrity
- Be ready for anything
- Go the extra mile
- Show compassion
- Take the initiative
- Work collaboratively

We believe:

- Every child deserves to flourish.
- Every child has the potential, meaning the capabilities and the strengths, to succeed.
- More can be done to transform the life chances of children growing up in poverty.
- There is no shortage of expertise and goodwill to support children and young people but what is needed is to get everyone together to support each individual.
- To transform life chances we must engage both the child and their ecology, that is the systems and interactions, which affect their development and opportunities.
- Community is central to children's wellbeing: it takes a village to raise a child

JOB DESCRIPTION:

Job Title	Youth Worker (Mentoring)
Salary	£26,500 – £27,500 per annum
Hours	40 hours per week. Some flexible working offered. Role is based on young people’s lives and includes evening or weekend work.
Contract	Permanent
Accountable to	Programme Lead
Start date	Available for immediate start
Location	Based at 21, Winchester Road, Camden, London, NW3 3NR

The Inspiring Inclusion programme builds on the existing work and expertise of two community groups and a national charity working in partnership with Camden Council, local schools and academics. Our ambition is to end disproportionate school exclusion in Camden and scale up access to high quality 1-2-1 mentoring to more young people.

The Youth Worker (Mentoring) will be have experience of working directly with young people from underserved communities, using a holistic, strengths-based approach. They will be committed to their own professional development and the continuous improvement of their work. They will welcome opportunities for reflection, learning and feedback. They will be a genuine collaborator and team player, with the capability to build trust in relationships, and have strong organisation and administration skills.

The successful applicant will have personal experience of racial profiling within a state education setting and be able to empathise with the individuals whom they will be supporting. They will need to be able to demonstrate this at interview by discussing their own personal and professional experiences and how they would draw on these experiences within the role.

Job Description:

Programme:

- Deliver high quality in person mentoring and participation opportunities young people, supporting a cohort of around 10 mentees per term.
- Enable young people to access wraparound or additional opportunities provided by or with colleagues or partners.
- Ensure that activities for young people are aligned with organisational values and goals and that your work meets the programme goals and targets.
- Stay up to date with the external context and draw on your professional networks, resources and connections to enrich the Winch's aims and delivery.
- Demonstrate creativity and a proactive approach in advancing the Winch's youth participation offer.
- Maintain an effective and comprehensive safeguarding culture, policy and practices.

Partnership

- Engage constructively with our partner, supporting our ambition to effect change and contributing to shared planning, influencing and learning systems and processes.
- Maintain our strong partnerships with local youth providers, schools, local authority, and our donor community, including effectively managing referral relationships with schools.
- Work with external providers and organisations to develop and enable access to appropriate opportunities for young people.
- Promote and champion The Winch in external settings

Monitoring, Learning & Evaluation

- Take responsibility for maintaining timely and accurate records, including undertaking regular evaluation activity and completing database records
- Work to meet quality standards, including the Mentoring Quality Framework
- Explore, capture, interrogate and share learning, applying appropriate theoretical and quality frameworks.
- Ensure reporting deadlines are met.
- Commit to ongoing learning and continuous improving your practice.
- Ensure effective risk management, through planning, coordination and taking action.

General Duties

- Model commitment to the principles of justice, equity, diversity and inclusion.
- Demonstrate commitment to, and take responsibility for, safeguarding children, young people and adults at risk, in the context of your role.
- Take responsibility for your professional development and learning.
- Attend and participate in individual, staff, trustee and team meetings, supervision, and appraisals, as required.
- Work collaboratively with and provide cover where necessary to other Winch programmes, including attending trips and residentials during school holidays.
- Conduct local outreach to build relationships with local young people outside of the programmes.
- Always exhibit The Winch's values and positive behaviours.
- Adhere to and help develop the policies, guidelines and processes of the Winch
- Act as an ambassador for and champion of the Winch.

Important Note:

The Winch is committed to keeping children, young people and vulnerable adults safe from harm. The successful candidate will be subject to an enhanced DBS checks and be required to undertake safeguarding training

The Winch is committed to the principle of equal opportunity in employment and its employment policies for recruitment are designed to ensure that no job applicant or employee receives less favourable treatment on the grounds of race, colour, nationality, religion or belief, sex, sexual orientation, marital status, age, ethnic and national origin, disability or gender reassignment.

Person Specification

Essential	Desirable
<p>NVQ Level 3 qualification or above in Youth Work (or equivalent)</p> <p>At least one years' experience of working and engaging with young people in a professional role.</p> <p>Experience of providing mentoring (or equivalent 1 to 1 support) to young people</p> <p>Experience of contributing to effective administration, evaluation and impact measurement of projects.</p> <p>Ability to plan and contribute to project management in a complex and varied environment.</p> <p>Excellent communication, interpersonal and presentation skills.</p> <p>Robust working knowledge and understanding of safeguarding and child protection for young people.</p> <p>Understanding of the principles of justice, equity, diversity and inclusion and demonstrable ability to apply these principles in programme design and youth work practice with young people and their communities.</p> <p>Good IT skills, use of Microsoft & G-Suite packages (including, Word, PowerPoint, Excel, etc.)</p>	<p>Track record of working with groups facing systemic disadvantage, including young people at significant risk of exclusion, violence, exploitation</p> <p>Experience of delivering high quality, participative projects or campaigns</p> <p>Working with young people and staff in school settings</p> <p>Relatable life experiences to the young people you will be working with</p> <p>Good working knowledge and experience of youth participation methods (or similar, e.g. peer research, community organising)</p> <p>Knowledge of current issues for young people and their potential effects</p> <p>Good social media skills.</p>

HOW TO APPLY:

To apply for this position, please send us a comprehensive CV (Max 3 pages, A4) and a supporting statement (Max 2 page A4, Font Size 12).

You should give the names, positions, organisations and telephone contact numbers of two referees, one of whom should be your current/most recent employer. References will only be taken once your express permission has been granted. In addition, an enhanced DBS check is required for all employees at the Winch.

We would also be grateful if you could let us know if you will require any special provision as a result of any disability should you be called for an interview. Finally, please ensure that you have included mobile, work and home telephone numbers.

Deadline and Timetable:

Closing date for submission of applications: **Ongoing**

Interviews will consist of a staff interview panel and a young people's interview panel.

Interviews will take place on **Ongoing**

Please send applications to jim@thewinch.org