

## Job Description

<b>Post:</b>	Sessional Youth Worker
<b>Responsible to:</b>	Service Manager
<b>Division:</b>	Children and Family Services
<b>Location:</b>	Midlothian
<b>Salary:</b>	£14.12 per hour (sessional)

## Children First - Vision and Values

Children First is Scotland's national children's charity. We stand up for every child because all children should have a safe childhood. We protect children from harm and support them to recover from trauma and abuse through our national and local services. We help children, their families and the people that care for them by offering emotional, practical, and financial support. We give children hope and a safer, brighter future.

Our core values guide how each one of us works in our individual day to day job:

- With love, we put children first.
- With purpose, we transform children's lives together.
- With strength, we do whatever it takes to protect Scotland's children.

## Equity, Diversity and Inclusion

At Children First, we are committed to building a representative, inclusive and authentic workplace open to applications from all sections of society. We believe in the potential of everyone regardless of; sex, race, religion or belief, ethnic origin, ability, family structure, socio-economic background, age, nationality, marital status or civil partnership, sexual orientation, gender identity, or any other aspect that makes you who you are.

We envision a diverse and inclusive Children First where we cultivate a true sense of belonging and connection for and between our teams, children, young people, families, and communities we work with.

Further to that, as part of our vision to be an Anti-Racist organisation, we are committed to conscious inclusion to build increasingly diverse teams and emotionally safe work environments.

## **Role Summary**

The post holder will be expected to support the delivery of age-appropriate activity-based supports for children, young people and their families within a variety of settings. This will be done in partnership with other third sector partners.

## **Key Results Areas**

- Delivery of flexible, age-appropriate group-based support for children, young people and their families.
- Positive engagement of children, young people and their families in the design, delivery and evaluation of activities.
- Contribute to the safety of children and young people by observing their needs and updating lead worker of any needs identified.
- Contribute to the planning of activities through creative engagement and review of resources.
- Participation in group and individual debrief and review sessions with lead worker and line manager.
- Development and sharing of good practice with service manager and within Children First.

## **Other Responsibilities**

- To be committed and adhere to Children First vision, mission and values.
- To comply with Children First child protection and adult protection policies and procedures and with national guidance.
- To comply with Children First code of conduct.
- To actively consider the involvement of children, young people and families with whom we work, in all areas of practice and to implement the Children First participation standards.
- To actively consider the involvement of volunteers in all areas of our work and to implement the Children First volunteer development policy.
- To observe all health and safety requirements.
- To work within and promote policies in relation to equal opportunities and anti-discriminatory practices.

### Person Specification

Area	Essential	Desirable
<b>Qualifications</b>		<ul style="list-style-type: none"> <li>SVQ level 1 or 2 in a relevant field</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Supporting children and young people in an activity setting</li> </ul>	<ul style="list-style-type: none"> <li>Work within the voluntary sector.</li> <li>Experience of working with families</li> </ul>
<b>Knowledge / Skills</b>	<ul style="list-style-type: none"> <li>Knowledge and understanding of the needs of young people</li> <li>Knowledge and understanding of child protection within this role</li> <li>Excellent communication skills</li> <li>Ability to work flexibly</li> <li>Sense of fun</li> <li>Compassionate, understanding and supportive approach</li> <li>Creative approaches to activity based support</li> <li>Ability to maximise participation of children, young people and their families in the design and delivery of services</li> </ul>	<ul style="list-style-type: none"> <li>Child development</li> </ul>
<b>Communication</b>	<ul style="list-style-type: none"> <li>Excellent communication and listening skills with children and young people</li> </ul>	<ul style="list-style-type: none"> <li>Inter-agency liaison and communication skills</li> <li>Effective written and verbal reporting skills</li> </ul>
<b>Planning &amp; Organising</b>	<ul style="list-style-type: none"> <li>Good timekeeping</li> </ul>	
<b>Team Working</b>	<ul style="list-style-type: none"> <li>Ability to work as part of a team</li> <li>Ability to develop and maintain effective and supportive relationships</li> </ul>	

<b>Other</b>	<ul style="list-style-type: none"> <li>• Ability to work flexible hours in line with service delivery requirements, which may include evening and weekend work</li> <li>• Commitment to Children First vision, mission and values</li> <li>• Commitment and promotion of equal opportunities and anti-discriminatory practices at work (Common Core ref: A1, A2)</li> <li>• Commitment to the principles of confidentiality in relation to children, young people and families (Common Core ref: B5)</li> <li>• Awareness of personal responsibility in relation to health and safety</li> </ul>	
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