

## **Application Pack – Youth Support Worker**

### **Our origins**

Equal Vision evolved from early work in 2007 with national policy organisations, engaging young people in research and policy around hate crime. Equal Vision was the idea of its three directors, Emma, Paul and Simon. They identified a gap in Merseyside whereby young people were not involved in the decisions which directly impacted their lives. They also brought lived experience of supporting people with mental health and substance misuse challenges. Since then, programmes have been developed in co-production with communities to explore and respond to structural barriers faced by people in Merseyside.

### **Our philosophy and approach**

Social immobility and inequality severely impact the life chances of people on Merseyside. Across many spheres of life — in education, employment, income, social care, housing, policing, criminal justice, wellbeing and health — outcomes are significantly worse for those who are socio-economically disadvantaged. At Equal Vision, we believe part of the solution must involve centring the voices, experiences, and expertise of those with lived experience closer to decision-making.

### **About the Role & the Team Purpose**

This post is funded by John Moores Foundation. This role sits within our Addressing the Root Causes (ARC) Project, which seeks to understand and take steps to address factors which contribute to young people's poor mental health. The ARC project directly involves young people in research and policy activities. We want to empower young people through impactful and transformative youth work, and we are looking for dedicated professionals to join our dynamic and ambitious team during this exciting period of growth. We are seeking a youth worker with a passion for excellence in practice and service delivery. They will lead, manage and inspire a team of youth people, providing guidance and support.

### **Summary:**

To work within Equal Vision's growing youth research programme. The service will seek to engage and support young people age 14-25 across our different research projects. Youth participants will reside in Toxteth and surrounding areas who experience disadvantage and/or discrimination. This post involves weekly evening and frequent weekend working. There will be travel primarily around L8/Toxteth.

The role will be in mobilising our service through high-quality youth work that not only meets the needs of young people in our community but gives them an opportunity to shape it.

# Youth support worker

Part time post (evening and scheduled weekends)

Salary (**pro-rata**) £23,496 (scale point 5)

Job Description Job title: Young Persons' Support Worker

Service: Youth Research: 9-12 hours per week (5% non-contributory pension)

Location: Toxteth/L8, and surrounding areas

Responsible to: Project Coordinator and Director

Contract type: Fixed term, 1 year.

## **Key tasks and responsibilities:**

1. To identify and target young people, including those involved in antisocial behaviour and related disorder, and introduce to them Equal Vision's research programme.
2. To undertake engagement directly with young people in the community and a variety of settings, wherever young people meet and develop their social education.
3. To lead on the recruitment and facilitation of our fortnightly young leaders' group.
4. Communicate effectively and build positive relationships by developing a rapport with young people enabling young people to work effectively on an individual basis and in groups.
5. Support young people in their understanding of risk and challenge and in taking action to address key issues in their lives, whilst challenging risky behaviours.
6. To establish appropriate risk assessments, guidelines and procedures jointly with the young people for Equal Vision's activities.
7. To make a positive contribution to the working of local multi-agency partnerships.
8. To keep abreast of current developments in the field of Safeguarding Children, youth work and general professional social care developments.
9. To professionally represent Equal Vision, representing the organisation to increase professional and public awareness of all their work and of the views and needs of young people.

10. To ensure a high standard of monitoring and evaluation, with the support of the project coordinator and to ensure that appropriate monitoring reports are provided as and when required to funders, other partnerships etc.

11. To develop new and innovative ways of working ensuring best practice.

12. To ensure that all Equal Vision's policies and procedures are fully adhered to.

13. To attend appropriate training opportunities.

### **Person Specification**

1. Achieved or working towards a relevant qualification in youth work, social care, education or health.

2. Proven experience of working with children and young people, including children at risk of offending, within the community.

3. Some understanding of the development needs of children and social exclusion and discrimination.

4. An understanding of the role of volunteering and a commitment to developing this service.

5. A commitment to equality of opportunity and the ability to creatively apply equal opportunity principles to service provision, volunteering and employment.

6. An understanding of monitoring activities in order to deliver the most effective service to the community.

7. Excellent organisation, communication and presentation skills, as well as basic computer skills, this will include a general understanding of the use of the electronic case management system.