



POST:	Female Youth Worker
REPORTS TO:	Personal Development Manager
HOURS:	15 hours per week (Mostly evenings)
SALARY:	£12 to £18 per hour

Purpose of role:

To provide dedicated mentoring/support work, high quality and engaging youth work and sports sessions to young people who attend Fight for Peace Academy, and tailoring sessions to cater for participants. This may involve working with young people who are at an increased risk of offending, are experiencing poor mental health, risk being or have been excluded from school or face other challenging situations in their lives.

To deliver a holistic support service working independently or as part of a team to ensure young people experience high-quality and engaging personal development, 1-to-1 or group mentoring sessions. This will involve assessing the needs of young people, developing support plans, and tailoring sessions to cater to their specific needs including age range and programme goals.

To Support the delivery of combat sports sessions, engaging with all young people but particularly young women and girls to support their integration into mixed sessions helping them to improve their fitness, confidence, goals, and self-esteem while also using this as a tool to engage with young women and have meaningful developmental conversations. Work with young people in or outside of the sports sessions to deliver high quality and engaging activities to young people who attend, and tailoring sessions to cater to participant’s needs.

Support or lead Fight for Peace’s women and girls Lutadores group discussion sessions, helping young women to feel safe and empowered.

Build strong relationships with all young people who attend, creating a safe environment and providing support to those young people to enable participants to realise their potential, while always working to Fight for Peace’s values, principles and behaviours.

Key results areas	Measures of Success
Engage and build respectful, honest and supportive relationships with young people, particularly young women and girls and their families including those who may previously have had little contact with services and have multiple support needs.	Young people feel safe to open up and discuss issues that are concerning them, engage consistently over time and make positive progress.

<p>Deliver holistic trauma-informed mentoring that works directly with young people and their families.</p> <p>Support the delivery of engaging, high-quality combat sports and personal development sessions to young people both at the academy and across schools that are linked to pre-agreed outcomes.</p> <p>Supports young women and girls as they integrate into mixed combat sport sessions, actively taking part in the session if necessary or by providing 1 to 1 coaching.</p> <p>Support the integration of personal development themes into the sessions; initiating, encouraging and contributing to discussions that seek to address the needs of the participants and encourage personal resilience.</p> <p>Design and deliver group-based programmes using an evidence-based approach for young people with specific identified needs.</p> <p>Be aware of the issues and challenges that face young women and girls and support them as they engage with the Fight for Peace services.</p> <p>Work to risk assessments for boxing sessions and ensure they meet the highest level of safety for everyone involved.</p> <p>Promote and safeguard the welfare of young people at all times and in all contexts, with awareness of the risks that may be faced in respect of physical health and emotional well-being, crime and gang activity, educational attainment, sexual development, child exploitation and personal finance. Comply at all times with FFP's safeguarding and professional boundaries processes and procedures.</p> <p>Ensure any disclosures/concerns are immediately communicated to the designated safeguarding lead/deputies and that safeguarding policies are adhered to at all times.</p> <p>Tie all work to observable or measurable agreed indicators of success and impact; monitoring and</p>	<p>Young people with trauma are supported in a therapeutic way that acknowledges and works with their trauma and past experiences.</p> <p>Sessions are inclusive of all young people and abilities, and this is reflected in the number of young people attending and their feedback. Personal development is an integral component of combat sport sessions.</p> <p>Increased numbers of young women and girls taking part in mixed sessions</p> <p>Quality group-based programmes are delivered and result in positive engagement and are linked to tangible outcomes. Increased numbers of young people attending and participating in personal development.</p> <p>All therapeutic programmes and activities involving young people are delivered in a safe environment and are fully risk assessed.</p> <p>Content materials are relevant, current and engaging for young people</p> <p>Sessions are safe and risk identified and logged according to FFP's health and safety procedures including delivery of first aid and reporting of incidents.</p> <p>All activities involving young people are delivered in a safe environment, are fully risk-assessed, young people are aware of the policies that staff work to but are comfortable engaging in important conversations about their lives</p> <p>All safeguarding concerns are raised immediately ensuring the young people's welfare and safety is prioritised at all times.</p> <p>All MEL data is accurate and up to date weekly to allow for programmes to be reviewed, evaluated</p>
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<p>evidencing progress and recording information into Upshot.</p> <p>Ensure an accurate record of all work carried out is recorded on FFP's data management system within a timely manner.</p> <p>Working across the organisation providing information as required to support income-generating opportunities</p> <p>Deliver employability training and support to young people in the form of one-to-one sessions, and peer mentoring and promote training opportunities by external partners.</p> <p>Continuously improve and develop all aspects of the employability programme to successfully respond to local youth needs within Newham and the surrounding areas;</p> <p>Development of self</p> <p>Access training and development opportunities to maintain up-to-date knowledge of safeguarding, health and safety, and local policy development.</p> <p>Maintain a working understanding of safeguarding children and young people and how to maintain appropriate professional boundaries.</p>	<p>and quality assured. Learning from data to further enhance delivery.</p> <p>Areas for development and growth are identified and acted upon.</p> <p>Ability to self-reflect and look at own strengths and weaknesses.</p> <p>Young people who receive employability support will have CVs and feel confident completing application forms and attending interviews resulting in them gaining employment.</p> <p>Ability to self-reflect and look at own strengths and weaknesses.</p> <p>Keeps up to date with safeguarding knowledge and seeks advice when needed.</p> <p>Keeps up to date with Fight for Peace policies and procedures and seeks advice when needed.</p>
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<p>Person Specification</p> <p>KNOWLEDGE, SKILLS & EXPERIENCE</p> <p>Skills</p> <ul style="list-style-type: none"> ● Ability to work in a manner that reflects the values and ethos of FFP at all times. ● Ability to develop and maintain meaningful and trusting relationships with young people and their families from a diverse range of backgrounds and experiences. ● Excellent communication skills with the ability to communicate clearly to a wider range of audiences as well as to be a good listener. ● Time management skills and ability to prioritise a busy and demanding caseload. ● Happy to try new things and different ideas in the quest to improve performance. ● Proactive and solution-focused in all aspects of work. Resilient in the face of challenges. ● The ability to work flexibly and under their own initiative in a demanding and pressurised environment.

Knowledge/experience

- Experience working with young women and girls in a youth work or sports setting
- Knowledge of the challenges and experiences that young women and girls face
- A good understanding and working knowledge of issues surrounding youth involvement in offending, violent behaviour and gangs, working knowledge of multi-cultural inner city areas and an ability to relate to young people of all backgrounds.
- A good understanding of how to support young people with employability and an understanding of the employment/further education sector.
- Experience in carrying out and adhering to risk assessments and managing risk within a youth-based setting.
- Knowledge of safeguarding and how to apply safeguarding to a youth work setting.
- An understanding of boxing and/or martial arts is not essential to the role but a willingness to learn and develop skills related to boxing and combat sports is
- Right to work in the UK

Attributes (this is about the person)

- Commitment and passion for working with young people
- Team player
- Ability to see potential in others
- Compassionate
- Motivator
- Flexible
- Self-starter
- Resilience

Qualifications

- A current recognised safeguarding qualification
- A youth work level 2 qualification as a minimum