

POST:	Youth Support Mentor
REPORTS TO:	Professional Standards and Schools Manager
HOURS:	37 hours per week – Including 4 Evening's per week
SALARY:	£33,000 to £35,000 Per annum

Level (for internal HR use only):

Purpose of role: The Youth Mentor will provide dedicated one-to-one mentoring and support for young people facing a range of challenges, including those at increased risk of offending, poor mental health, exclusion from school, or other vulnerabilities in their lives. Through a 16-week or 24-week structured mentoring programme, the role will focus on understanding the unique needs of each young person and developing personalised support plans to address these challenges. By tailoring sessions to their individual goals and aspirations, the Youth Mentor will foster a safe, inclusive, and supportive environment that allows participants to build resilience, develop key life skills, and unlock their full potential.

Working collaboratively with families and other professionals, the Youth Mentor will take a holistic approach to support young people. This will involve engaging with stakeholders such as schools, Youth Justice Services (YJS), Probation, Social Services, and healthcare providers to ensure a coordinated and comprehensive support network. By maintaining open communication and partnership with these organisations, the Youth Mentor will ensure that young people receive the right interventions and access to services to address their emotional, educational, and social needs effectively.

As part of Fight for Peace's commitment to its values, principles, and behaviours, the Youth Mentor will play a key role in equipping young people with the strategies and confidence needed to manage emotions, overcome challenges, and achieve long-term success. The role will also include the delivery of skills-based training, helping participants to access appropriate support and build self-confidence. By working independently and as part of a team, the Youth Mentor will contribute to creating a high-quality mentoring service that positively impacts the lives of young people and their wider communities.

Other elements of the role can include social and family support, housing support, supporting young people's engagement with services, and helping them to access education, training and employment options.

Key results areas This area is intended to be specific about what the role does every day	Measures of Success
<p>Key Result Areas</p> <p>Engage and build respectful, honest and supportive relationships with young people and their families including those who may previously have had little contact with services and have multiple support needs.</p> <p>Deliver holistic trauma-informed mentoring that works directly with young people and their families.</p> <p>Hold and maintain an active caseload of 12 to 18 young people with higher support needs for 1-to-1 support for a duration of 16-week cycles.</p> <p>Ensure young people receive a high-quality service to help them overcome barriers that they may be facing working independently or with colleagues as the situation dictates.</p> <p>Develop and maintain relationships with partner agencies, including but not limited to Youth Offending Service, The Police, local schools,</p>	<p>Young people feel safe to open up and discuss issues that are concerning them, engage consistently over time and make positive progressions.</p> <p>Young people with trauma are supported in a therapeutic way that acknowledges and works with their trauma and past experiences.</p> <p>All therapeutic programmes and activities involving young people are delivered in a safe environment and are fully risk-assessed.</p> <p>Young people actively engage with the service and complete the 16 week programme.</p> <p>Continuous referrals into the mentoring programme</p>

<p>social services and mental health teams ensuring joint working and building referral pathways into the organisation.</p> <p>Tailor 16-week mentoring programmes to the specific needs of young people who have been referred to the programme, ensuring that the focus is challenging and goal-oriented.</p> <p>Attend meetings such as Child in Need, Child Protection, Multi-Agency Safeguarding Hub as well as appointments with YOS, Probation and other professionals to support the young person</p> <p>Signpost refers young people to relevant external services and supports them in accessing and engaging with those services.</p> <p>Work in partnership with Fight for Peace partners such as NHS Vanguard, and MAC team to take and make referrals</p> <p>Deliver group-based sessions to young people with specific identified needs</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>Attend Fight for Peace’s weekly Cause for Concern and safeguarding meeting</p> <p>Tie all work to observable or measurable agreed indicators of success and impact; monitoring and evidencing progress and recording information into Upshot.</p> <p>Ensure programme data is accurate and up to date and sessions are recorded and work with the Monitoring Evaluation and Learning team to assess data and look for trends</p>	<p>Young people undertake and complete the mentoring programme.</p> <p>Young people feel supported when liaising with other professionals and that their views are represented</p> <p>Young people are receiving support from services to meet their support needs</p> <p>Regular contact with referring partners to keep them up to date with the progress young people make during the programme.</p> <p>Quality group-based programmes are delivered and result in positive engagement and are linked to tangible outcomes.</p> <p>All safeguarding concerns are raised immediately ensuring the young people’s welfare and safety is prioritised at all times.</p> <p>Risk assessments are reviewed regularly and followed at all times.</p> <p>All MEL data is accurate and up to date to allow for programmes to be reviewed, evaluated and quality assured. Learning from data to further enhance delivery.</p> <p>Areas for development and growth are identified and acted upon.</p>
<p>Personal development and values-led sessions</p> <p>To work in a manner that reflects the values and ethos of FFP at all times.</p>	<p>Take a child-led approach to all work across the academy</p>
<p>Development of self</p> <p>Access training and development opportunities to maintain up-to-date knowledge of</p>	<p>Ability to self-reflect and look at own strengths and weaknesses.</p>

<p>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>Other</p> <p>Support the monitoring, evaluation and learning team to develop outcome-specific targets for Open Access sports, assisting in the monitoring and evaluation of this.</p>	

<p>Person Specification KNOWLEDGE, SKILLS & EXPERIENCE</p>
<p>Skills</p> <p>Excellent communication skills – be able to communicate clearly to a wider range of audiences as well as to be a good listener.</p> <p>Excellent leadership skills.</p> <p>Highly energised and a motivator and is able to generate the desire to excel in their participants and athletes.</p> <p>Ability to develop session plans for group-based youth work centred around topics that are relevant to the target group.</p> <p>Ability to build relationships with young people with diverse backgrounds and a range of needs.</p> <p>Being happy to try new things and different ideas in the quest to improve performance.</p> <p>Proactive and solution-focused in all aspects of work. Resilient in the face of challenges.</p>
<p>Knowledge/experience (this covers the practical experience, what they have done before)</p> <p>A good understanding 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.</p> <p>Experience working 1 to 1 with young people with complex needs and who are from diverse backgrounds</p> <p>Experience in producing session plans, delivering sessions and working with young who have complex needs.</p> <p>A recognised youth work qualification</p> <p>Experience in producing and adhering to risk assessments and managing risk within a youth-based setting.</p> <p>A working understanding of safeguarding children and young people and how to maintain appropriate professional boundaries.</p> <p>A minimum of 2 years experience in a comparable youth project or programme that included mentoring and multiple, ongoing case working, motivating young people to ensure they engage in education and sports activities, advocacy work and partnership working with a variety of private and voluntary sector organisations and referral agencies.</p> <p>The ability to work flexibly and under their own initiative in a demanding and pressurised environment.</p> <p>An understanding of boxing and/or martial arts would be a bonus although not crucial to the post.</p>
<p>Attributes (this is about the person)</p> <p>Commitment and passion for working with young people</p> <p>Team player</p> <p>Ability to see potential in others</p> <p>Compassionate</p> <p>Motivator</p> <p>Flexible</p>

Qualifications

A recognised youth work qualification at level 3 or above.

A recognised safeguarding qualification

A relevant mentoring qualification or equivalent