



POST:	Youth Worker
REPORTS TO:	Youth Work Manager
HOURS:	10 hours per week (2 Evenings per week)
SALARY:	£13 to £15 per hour
<p><b>Purpose of role:</b></p> <p>Fight for Peace is a youth development charity working to realise the potential of young people aged 7 to 25 in communities affected by crime and social inequality. Based at our Academy in North Woolwich, East London, FFP uses boxing, martial arts, education, employability support, and personal development to deliver a holistic, evidence-based methodology that tackles the root causes of youth violence.</p> <p>The Fight for Peace Five Pillars methodology combines: combat sports, education, employability, support services, and youth leadership.</p> <p>We are seeking a committed and values-led Youth Worker to join our frontline delivery team. You will be a key presence in the Academy during evening sessions, building genuine relationships with young people and supporting their personal, social, and educational development.</p> <p>The role focuses on open-access evening provision, supporting the smooth running of the sports sessions and primarily the Hub (our youth work space), including conducting inductions, registering young people for sessions, delivering personal development-based sessions/conversations and managing behaviour in a way that is in line with our values. The role will involve engaging young people in ways that make them feel safe, accepted, listened to, and empowered. Alongside this core function, the postholder will take on ad-hoc mentoring and one-to-one support work as needed, responding to the identified needs of individual young people and providing a bridge to more intensive support where required.</p> <p>You will bring the Fight For Peace values to life every day, creating an environment where young people can discover new ideas and activities, grow in confidence and resilience, and develop into motivated, positive, and caring individuals.</p>	
<b>Key results areas</b>	<b>Measures of Success</b>
<b>Engagement and relationship building</b>	

Build respectful, honest, and supportive relationships with young people aged 7 to 25, including those who may have had limited contact with services or who have multiple support needs. Create a safe and welcoming environment in the Hub where every young person feels valued and included.

### **Personal development support**

Support the delivery of personal development activities, including group discussions, values-based sessions, and topic-led conversations. Encourage young people's participation, communication skills, teamwork, and self-confidence.

### **Evening Hub and sports session support**

Work alongside coaches and the Evening Manager to support the smooth running of open-access sessions. Provide supervision within and around sports sessions, identify behavioural issues requiring additional support, and communicate relevant information to coaches and managers.

### **Ad-hoc mentoring and one-to-one support**

Deliver ad-hoc one-to-one support to young people as needed, including Level 1 and Level 2 profiling sessions to identify additional support needs. Provide a point of contact for young people who would benefit from informal mentoring, and refer to the appropriate lead where more intensive or specialist support is required.

### **Needs assessments and review**

Young people engage consistently over time and report feeling safe and supported.  
Increased attendance and retention of young people across evening sessions.

Young people from a range of backgrounds and experiences actively participate in FFP provision

Sessions are inclusive and reflect the diversity of young people attending.  
Young people demonstrate observable progress in confidence, communication, and engagement.

Positive feedback from young people on the quality and relevance of sessions.

Sessions run safely and to a high standard, with young people engaged and on task.  
Any concerns or behavioural issues are identified promptly and communicated appropriately.

Hub and gym spaces are kept tidy and safe throughout the session.

Young people with identified support needs are engaged and referred appropriately.  
One-to-one interactions are recorded accurately and in a timely way on Upshot.  
Referral pathways are used effectively to connect young people with the right support.

Conduct regular needs assessments with young people throughout the year to develop a clear picture of what is happening in their lives, including any challenges, risks, or opportunities. Use these conversations to identify where support is needed, agree on next steps with the young person, and make timely internal or external referrals to appropriate services or colleagues.

### **Employability support**

Work alongside the Open Access Coordinator to deliver light-touch employability guidance to young people, including support with job searches, CV writing, applications, and interview preparation.

### **Safeguarding**

Promote and safeguard the welfare of all young people at all times. Ensure any disclosures or welfare concerns are communicated immediately to the Designated Safeguarding Lead or Deputy DSLs, and that FFP's safeguarding policies and professional boundaries are adhered to at all times. Maintain working knowledge of safeguarding risks, including exploitation, gang activity, mental health, and domestic abuse.

### **Monitoring, evaluation, and recording**

Complete session registers and record all relevant interactions, including Level 1 and 2 profiling sessions, one-to-ones, and employability support, accurately on Upshot. Deliver inductions and complete registration forms with new members and visitors.

New members receive an initial needs assessment within their first few weeks of engagement.

Existing members receive a review on at least a quarterly basis.

Needs assessments and referrals are recorded accurately and promptly on Upshot.

Young people report feeling heard and appropriately supported as a result of the process.

Young people aged 14 to 25 access employability support and report it as useful. Employability interactions are recorded accurately on Upshot.

All safeguarding concerns are raised and recorded promptly.

Safeguarding knowledge is kept up to date through training and supervision.

Professional boundaries are consistently maintained in all interactions with young people.

All data is accurate, up to date, and entered on Upshot weekly.

Session registers are completed for every session.

Data supports programme review, evaluation, and funder reporting.

**Community outreach and FFP events**

Participate in local community outreach to engage young people and families, and promote FFP's programmes and opportunities. Support FFP events, including sporting competitions, personal development evenings, and the annual awards ceremony.

FFP's presence in the local community is positively represented.  
Events are well-supported, and young people are encouraged to participate.

**Person Specification****KNOWLEDGE, SKILLS & EXPERIENCE****General responsibilities**

- Understand, promote, and uphold the aims, objectives, and values of Fight for Peace in all aspects of the role.
- Attend regular one-to-one meetings with your line manager.
- Participate in Fight For Peace team training days, staff meetings, and wider organisational events as required.
- Attend all training required to fulfil the role safely and effectively, including safeguarding training.
- Comply fully with all Fight For Peace policies and procedures at all times, including safeguarding, health and safety, data protection, and equal opportunities.
- Participate in sports sessions where required to enhance staff and member relations.
- Undertake any other duties commensurate with the role as reasonably requested.

**Skills**

- Ability to build meaningful, trusting, and professional relationships with young people from a diverse range of backgrounds and experiences.
- Excellent communication skills, including the ability to listen actively and communicate clearly with a wide range of audiences, including young people, families, and colleagues.
- Ability to deliver and facilitate group discussions, values-based sessions, and informal one-to-one support.

- Time management and the ability to prioritise effectively in a busy, fast-paced environment.
- Proactive and solution-focused in approach, with resilience in the face of challenges.
- Ability to work flexibly and use initiative, including during evenings and across varied tasks.
- Good IT skills, including use of email, databases, and Microsoft Office or equivalent.

### **Knowledge/experience**

#### **Essentials:**

- Experience of working directly with young people in a youth work, youth development, or community setting.
- A good understanding of issues surrounding youth involvement in offending, violent behaviour, and gang activity, and an ability to relate to young people of all backgrounds.
- Working knowledge of safeguarding children and young people, including awareness of key risks and how to maintain appropriate professional boundaries.
- Experience of working with young people with a range of support needs, including the ability to identify when additional or specialist support is required.
- Experience of, or willingness to engage with, monitoring and evaluation, including maintaining accurate records.
- Right to work in the United Kingdom.

#### **Desirable:**

- Experience of delivering one-to-one mentoring or informal counselling support.
- Familiarity with Upshot or similar case management and monitoring systems.
- An understanding of boxing, martial arts, or combat sports (a willingness to learn and engage with this environment is more important than prior experience).
- Knowledge of the local Newham context and relevant statutory and voluntary sector services.
- Experience of delivering or supporting employability activities for young people.

### **Personal Attributes**

- Genuine commitment to and passion for working with young people.
- Ability to see potential in others and to nurture that potential with patience and creativity.
- Compassionate, empathetic, and non-judgmental in approach.
- Motivated and positive, with the ability to inspire those around them.
- Mature, reliable, and resilient, with the ability to remain calm under pressure.
- A strong team player who also works well independently.
- Self-starter who takes initiative and follows through.

- Embodies the values of Fight for Peace: respect, integrity, dedication, excellence, and community.

**Qualifications**

- A recognised youth work qualification at Level 1 or above
- A current safeguarding qualification is desirable but not essential. Training will be provided.

**Safeguarding Commitment**

Fight for Peace is committed to safeguarding and promoting the welfare of children and young people. All posts are subject to an enhanced Disclosure and Barring Service (DBS) check. We expect all staff and volunteers to share this commitment.

This post involves regular direct work with children and young people and is therefore exempt from the Rehabilitation of Offenders Act 1974. Applicants are required to disclose information about any relevant convictions.

**FIGHT FOR PEACE'S Commitment To Equality, Inclusiveness And Confidentiality**

Fight for Peace is committed to safeguarding the welfare of the children, young people and adults at risk that the organisation works with. We are committed to equality and inclusive practice. Fight for Peace actively promotes equality of opportunity for all and welcomes applications from a wide range of prospective employees and participants, including those with relevant lived experience, a history of offending or with criminal records.

Fight for Peace will only ask an individual to provide details of sensitive information, including convictions and cautions, that it is legally entitled to know about. Most of our staff and volunteers will be in Positions of Trust and a Disclosure and Barring Service (DBS) check must be completed by anyone who meets the government's definition of 'Regulated Activity' or 'Regular Activity' within our activities and services. We do not want this to be a barrier to those who have the potential to add great value to the work we do. All information disclosed for the purposes of employment will be used for the sole purpose of assessing whether an individual is suitable and appropriate to work with our members and/or if any specific arrangements around supervision and support might be required. All information gathered as part of our recruitment processes will be treated sensitively and equitably, with confidentiality strictly maintained.