



Job Description and Person Specification

POST:	Youth Worker (Hub, Man Talk and Detached)
REPORTS TO:	Youth Work Manager
LOCATION:	Fight for Peace Academy, North Woolwich (E16), and detached delivery in the E20 area of Stratford
HOURS:	15 hours per week, across 3 evenings evenings per week
SALARY:	£13 to £15 per hour
CONTRACT:	Part-time

Purpose of the role

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.

The Fight for Peace Five Pillars methodology combines combat sports, education, employability, support services and youth leadership.

We are looking for a committed and values-led male Youth Worker to join our frontline delivery team. This is a varied role that spans three settings:

- The Hub: our youth work space at the Academy, where you will support open-access evening sessions, conduct inductions, register young people, deliver personal development sessions and conversations, and manage behaviour in line with our values.
- Man Talk: Support delivering of regular group sessions where young men can talk honestly about masculinity, identity, relationships, wellbeing and the pressures they face, with you acting as a positive male role model.
- Detached: working on the streets, estates and open spaces of the E20 area as part of our L&Q-funded project, meeting young people where they are, building trust, and connecting them with FFP and other local support.

Alongside this, you will take on ad-hoc mentoring and one-to-one support, responding to the needs of individual young people and providing a bridge to more intensive support where needed.

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.

Key result areas and measures of success

Key result area	Measures of success
Engagement and relationship building Build respectful, honest and supportive relationships with young people aged 7 to 25, including those who 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.	Young people engage consistently over time and report feeling safe and supported. Increased attendance and retention across evening sessions. Young people from a range of backgrounds and experiences actively take part in FFP provision.
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.	Sessions are inclusive and reflect the diversity of young people attending. Young people show observable progress in confidence, communication and engagement. Positive feedback from young people on the quality and relevance of sessions.
Men's Talk sessions (co-delivery) Support delivery of Man Talk sessions with the lead facilitator: a regular space for young men to talk openly about masculinity, identity, relationships, emotional and mental wellbeing, conflict, violence, and the pressures they face. Help plan sessions, agree and hold group agreements on respect and confidentiality (including its limits), and keep the space safe for honest conversation. Act as a positive role model, share appropriately from your own experience where it helps, and challenge harmful attitudes in a way that keeps young men in the conversation. Pick up with individuals after sessions where something has come up, and link them to one-to-one support or referral.	Sessions run as planned with steady attendance from a core group of young men. Young men report feeling able to speak openly and that sessions are relevant to their lives. Disclosures and concerns raised in sessions are handled in line with safeguarding policy. Follow-up one-to-ones and referrals are recorded on Upshot. Session reflections are captured and feed into planning with the lead facilitator.

Detached youth work (L&Q project, E20)

Deliver detached youth work in the E20 area as part of the L&Q-funded project, working in pairs or as part of a team in parks, estates, transport hubs and other spaces where young people spend their time.

Build relationships with young people on their own terms and in their own spaces, starting from where they are rather than from what FFP offers.

Carry out area mapping and observation to build a picture of where young people gather, what they need, and what risks and opportunities exist in the area.

Share information about FFP and local services, and support young people into Academy or partner provision where it suits them.

Engage respectfully with residents, L&Q staff and local partners, and represent FFP well in the community.

Follow FFP's detached and lone working procedures at all times, including pre-session

Detached sessions are delivered as scheduled, safely and in line with procedure.

Contacts, observations and area intelligence are recorded on Upshot after every session.

A growing number of young people in E20 are known to the team and engaged repeatedly over time.

Young people are supported into FFP or partner provision where appropriate.

Contextual safeguarding concerns about places or groups are passed promptly to the DSL.

Positive feedback from L&Q, residents and partners; data supports L&Q reporting.

briefings, check-in and check-out, and dynamic risk assessment.	
Evening Hub and sports session support Work alongside coaches and the Evening Manager to support the smooth running of open-access sessions, including conducting inductions and registering young people. Provide supervision within and around sports sessions, identify behavioural issues needing additional support, manage behaviour in line with FFP values, and pass relevant information to coaches and managers.	Sessions run safely and to a high standard, with young people engaged and on task. Concerns or behavioural issues are identified promptly and communicated appropriately. Hub and gym spaces are kept tidy and safe throughout the session.
Ad-hoc mentoring and one-to-one support Deliver ad-hoc one-to-one support as needed, including Level 1 and Level 2 profiling sessions to identify additional support needs. Be 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 needed.	Young people with identified support needs are engaged and referred appropriately. One-to-one interactions are recorded accurately and promptly on Upshot. Referral pathways are used effectively to connect young people with the right support.
Needs assessments and review Carry out regular needs assessments with young people throughout the year to build a clear picture of what is happening in their lives, including challenges, risks and opportunities. Use these conversations to agree next steps with the young person and make timely internal or external referrals.	New members receive an initial needs assessment within their first few weeks. Existing members receive a review at least quarterly. Needs assessments and referrals are recorded accurately and promptly on Upshot. Young people report feeling heard and appropriately supported.
Employability support Work alongside the Employability Lead to support the smooth running of employability activities, including workshops, employer insight days, careers events and visits. Encourage young people's participation, provide practical support during activities, and help identify and address barriers to engagement, referring specialist employability needs to the Employability Lead.	Young people aged 14 to 25 access employability support and report it as useful. Employability interactions are recorded accurately on Upshot.

Safeguarding Promote and safeguard the welfare of all young people at all times, in the Academy, in group sessions and on detached. Pass any disclosure or welfare concern immediately to the Designated Safeguarding Lead or a Deputy DSL, and follow FFP's safeguarding policies and professional boundaries at all times. Keep a working knowledge of safeguarding risks, including exploitation, gang activity, serious youth violence, mental health, domestic abuse, and risks that sit in places and peer groups rather than families (contextual safeguarding).	All safeguarding concerns are raised and recorded promptly. Safeguarding knowledge is kept up to date through training and supervision. Professional boundaries are consistently maintained, including in informal and public settings.
Monitoring, evaluation and recording Complete session registers and record all relevant interactions accurately on Upshot, including profiling sessions, one-to-ones, Men's Talk follow-up, detached contacts and employability support. Deliver inductions and complete registration forms with new members and visitors.	All data is accurate, up to date and entered on Upshot weekly (detached records after each session). Registers are completed for every session. Data supports programme review, evaluation and funder reporting, including to L&Q.
Community outreach and FFP events Take part in local community outreach to engage young people and families and promote FFP's programmes. 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 take part.

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 supervision with your line manager, and debriefs after detached and Man Talk sessions.
- Take part in team training days, staff meetings and wider organisational events as required.
- Attend all training needed to carry out the role safely and effectively, including safeguarding and detached or lone working training.
- Comply fully with all Fight for Peace policies and procedures, including safeguarding, health and safety, lone working, data protection and equal opportunities.
- Take part in sports sessions where required to strengthen staff and member relationships.
- Carry out any other duties in keeping with the role as reasonably requested.

Person specification

Skills

- Ability to build meaningful, trusting and professional relationships with young people from a wide range of backgrounds and experiences.
- Confidence approaching and engaging young people in unstructured public spaces, reading situations quickly and knowing when to engage and when to step back.
- Ability to facilitate honest group conversations with young men about masculinity, relationships and wellbeing, holding the space and challenging harmful views without shutting young people down.
- Excellent communication skills, including active listening and the ability to communicate clearly with young people, families, residents, partners and colleagues.
- Ability to deliver group discussions, values-based sessions and informal one-to-one support.
- Good judgement about risk, including dynamic risk assessment when working outside a building.
- Time management and the ability to prioritise in a busy, fast-paced environment.
- A proactive, solution-focused approach, with resilience when things are challenging.
- Good IT skills, including email, databases and Microsoft Office or equivalent.

Knowledge and experience: essential

- Experience of working directly with young people in a youth work, youth development or community setting.
- A good understanding of the issues surrounding youth involvement in offending, violence and gang activity, and an ability to relate to young people of all backgrounds.
- Working knowledge of safeguarding children and young people, including key risks, contextual safeguarding, and how to maintain professional boundaries.
- Experience of working with young people with a range of support needs, including recognising when additional or specialist support is needed.
- Experience of, or willingness to engage with, monitoring and evaluation, including keeping accurate records.
- Willingness to work evenings, outdoors in all weathers, and occasionally at weekends.
- Right to work in the United Kingdom.

Knowledge and experience: desirable

- Experience of detached or outreach youth work.
- Experience of delivering or co-delivering group work with young men, for example on masculinity, mental health or healthy relationships.
- Experience of one-to-one mentoring or informal counselling support.
- Familiarity with Upshot or similar case management and monitoring systems.
- Knowledge of the local Newham context, including Stratford and the E20 area, and of relevant statutory and voluntary services.
- An understanding of boxing, martial arts or combat sports (a willingness to learn and engage with this environment matters more than prior experience).
- Experience of 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 nurture it with patience and creativity.
- Compassionate, empathetic and non-judgemental.
- Self-aware and reflective, able to draw on your own experience appropriately and use supervision well.
- Motivated and positive, with the ability to inspire those around you.
- Mature, reliable and resilient, able to stay calm under pressure.
- A strong team player who also works well independently.

- A 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.

Occupational requirement

This post is open to male applicants only

Under Schedule 9, Part 1 of the Equality Act 2010, Fight for Peace has determined that being male is an occupational requirement for this post.

A central part of the role is co-delivering Man Talk sessions, where young men are supported to explore personal and sensitive issues including masculinity, identity, relationships, emotional wellbeing and experiences of violence. We believe this support is most effectively provided by a man who can act as a credible role model and with whom young men feel able to speak openly. We consider this requirement a proportionate means of achieving that aim.

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.

Our commitment to equality, inclusion 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 people, including those with relevant lived experience, a history of offending or criminal records.

Fight for Peace will only ask for sensitive information, including convictions and cautions, that it is legally entitled to know about. Most of our staff and volunteers are in Positions of Trust, and a DBS check must be completed by anyone who meets the government's definition of Regulated Activity within our activities and services. We do not want this to be a barrier to people who have the potential to add great value to our work. All information disclosed for employment purposes will be used solely to assess whether an individual is suitable to work with our members, and whether any specific arrangements for supervision and support are needed.

All information gathered through our recruitment process will be treated sensitively and fairly, with confidentiality strictly maintained.