JOB DESCRIPTION

Youth Worker

Evening Hub | Fight for Peace Academy, North Woolwich

Reports to	Youth Work Manager
Hours	Up to 15 hours per week across our evening sessions: 1 to 3 days a week, depending on your availability, with either a 4 PM or 5 PM start and a 9 PM finish. Hours are agreed upon completion of a successful interview; there's no expectation to work 15 hours if you are only available 1 evening per week.
Pay	£13 to £15 per hour
Contract	Flexible contract
Location	Fight for Peace Academy, North Woolwich, East London (on-site)
Who you'll work with	Young people aged 7 to 25, the Evening Manager, coaches, Evening Leads, the Receptionist and the wider youth work team

Why this role matters

Too many young people in East London grow up around violence and get written off before they've had a fair chance. It doesn't have to be that way.

Fight for Peace works with young people aged 7 to 25 in communities affected by crime and social inequality. Our Five Pillars bring together combat sports, education, employability, support services and youth leadership, so we can tackle the root causes of violence rather than its symptoms.

The Hub is our youth work space, and on a busy evening it's where a lot of the real work happens. As a Youth Worker, you'll often be the first face a young person sees when they walk in, and the trusted adult they come back to. You'll get to know what's going on in their lives, help them grow in confidence, and make sure anyone who needs more support gets it.

A typical evening

Before doors open	Check in with the Evening Manager and coaches, get the Hub set up, and find out who might need extra attention tonight.
During sessions	Welcome young people, run inductions for anyone new, keep registers, chat and run personal development activities in the Hub, deliver group discussion and personal development sessions around the Academy, support the sports sessions, and pick up one-to-ones as they come up.
After sessions	Leave the space safe and tidy, pass on anything the team needs to know, raise any safeguarding concerns, and record what happened on Upshot.

Your key deliverables

These are the things we'll ask about in supervision and the way we'll know the role is going well. The detail is in the next section.

1. **Every young person is welcomed and known.** We induct and register anyone new, and every session has a completed register.
2. **Every young person's needs are understood.** New members have an initial needs assessment within four weeks of joining, and every member's needs are reviewed at least every three months.
3. **The right support, at the right time.** When a young person needs more than the Hub can offer, you refer them to the right colleague or service and follow it through.
4. **Conduct needs assessments.** To help us know what support young people need, we use a process called needs assessments. Part of your role will be to undertake these with young people and ensure that they understand why we do them and what will happen next.
5. **Facilitate group discussion sessions.** Young people need to engage in conversations that help them to think critically and make positive changes. Your role will be to lead these conversations and ensure that they are engaging and something that young people want to participate in.
6. **Every safeguarding concern goes straight to the safeguarding lead.** Concerns and disclosures are passed to the Designated Safeguarding Lead or a Deputy before you leave the building, and recorded.
7. **Evenings run safely and well.** Sessions are calm, behaviour is managed in line with our values, and the Hub and gym are safe throughout.
8. **The record is right.** One-to-ones, profiling sessions, needs assessments and employability support are recorded on Upshot by the end of each week.

What you'll do and how we'll know it's working

1 Building relationships

What you'll do	What good looks like
• Build honest, respectful relationships with young people aged 7 to 25, including those who've had little contact with services or have several support needs. • Make the Hub a space where every young person feels safe, welcome and listened to.	• Young people keep coming back and tell us they feel safe and supported. • Evening attendance and retention grow over time. • Young people from a wide range of backgrounds take part.

2 Personal development

What you'll do	What good looks like
• Help deliver group discussions, values-based sessions and topic-led conversations. • Deliver group discussion and personal development sessions around the Academy, in the Hub, the gym and other spaces, so young people can think critically, talk openly and make positive changes. • Encourage young people to take part, speak up, work as a team and build their confidence.	• Sessions are inclusive and relevant to the young people in the room. • Young people show progress in confidence, communication and engagement. • Young people give positive feedback on sessions. • Young people choose to take part in group discussion sessions and keep coming back to them.

3 Supporting the Hub and sports sessions

What you'll do	What good looks like
· Work with the coaches and Evening Manager so open-access sessions run smoothly. · Supervise in and around sessions, spot behaviour that needs extra support, and manage it in line with our values. · Pass on anything the coaches or managers need to know.	· Sessions run safely, with young people engaged and on task. · Concerns and behaviour issues are picked up early and passed on. · The Hub and gym stay tidy and safe all evening.

4 Needs assessments and one-to-one support

What you'll do	What good looks like
· Conduct regular needs assessments, so you understand what's happening in each young person's life, including risks and opportunities. · Agree next steps with the young person and offer informal mentoring where it helps. · Refer on to the right internal lead or external service when more specialist support is needed.	· New members are assessed within four weeks; existing members are reviewed at least quarterly. · Young people with identified needs are engaged and referred appropriately. · Young people say they felt heard and supported by the process.

5 Employability support

What you'll do	What good looks like
· Work with the Open Access Coordinator to give light-touch help to young people aged 14 to 25: job searches, CVs, applications and interview practice.	· Young people aged 14 to 25 use the support and say it helped. · Every employability conversation is recorded on Upshot.

6 Safeguarding

What you'll do	What good looks like
· Put young people's safety and welfare first, every session. · Pass any disclosure or concern straight to the Designated Safeguarding Lead or a Deputy, and follow our safeguarding policy and professional boundaries. · Keep your knowledge of risks such as exploitation, gang activity, mental health and domestic abuse up to date.	· Every concern is raised and recorded promptly. · Your safeguarding training is up to date and discussed in supervision. · Professional boundaries are kept in every interaction.

7 Recording and monitoring

What you'll do	What good looks like
· Ensure that registers for every session are accurate. · Run inductions and complete registration forms for new members and visitors. · Record profiling sessions, one-to-ones, needs assessments and employability support on Upshot, our case management system.	· Registers are complete for every session. · Upshot is accurate and up to date by the end of each week. · Our data is good enough to use in programme reviews and funder reports.

8 Community outreach and events	
What you'll do	**What good looks like**
· Take part in local outreach to reach young people and families and tell them what we offer. · Help at FFP events, including competitions, personal development evenings and our annual awards.	· FFP is well represented in the local community. · Events are well supported, and young people are encouraged to take part.

Being part of the team

- Live Fight for Peace's values and follow our policies, including safeguarding, health and safety, data protection and equal opportunities.
- Meet regularly with your line manager for one-to-ones and supervision.
- Join team training days, staff meetings and wider FFP events, and complete the training the role needs.
- Jump into sports sessions when it helps build relationships with young people.
- Take on other reasonable tasks that fit the role.

What you'll bring

You don't need to tick every box. If you can show most of the essentials, through paid work, volunteering, coaching or your own life experience, we'd like to hear from you.

Essential

We'll use these to shortlist, so show us how you meet each one with real examples.

E1	Experience of working directly with young people in youth work, community sport, mentoring or a similar setting, paid or unpaid.
E2	The ability to build trusting, professional relationships with young people from all kinds of backgrounds, including those with a range of support needs.
E3	Experience of running or co-running group activities or discussions with young people, such as discussion or personal development sessions, and of informal one-to-one conversations.
E4	An understanding of the pressures young people in East London face, including violence, exploitation and gang involvement.
E5	A working knowledge of safeguarding, including how to spot when a young person needs more support and how to keep professional boundaries.

E6	A calm, fair and consistent approach to behaviour, and the resilience to stay steady when things get tense.
E7	Good enough IT and written skills to keep clear, accurate records on a database.
E8	A youth work qualification at Level 1 or above, or a willingness to complete one with our support.

Bonus points, not deal-breakers

- Experience of one-to-one mentoring or informal counselling.
- Experience of supporting young people into work, training or education.
- Knowledge of Newham and the local statutory and voluntary services.
- Experience of using Upshot or a similar case management system.
- A feel for boxing, martial arts or combat sports. A willingness to get stuck in matters more than experience.
- A current safeguarding qualification. We'll train you if you don't have one.

How you'll live our values

EMBRACING	We believe in a society without exclusion. Everyone is welcome at Fight for Peace
CHAMPION	We dedicate ourselves to being the best we can be in everything we do
SOLIDARITY	We work together in unity across our staff, young people and our community
INSPIRING	We aim to inspire those around us and be inspired by them
COURAGE	We work where there is need, and we are proud to stand up for peace

In your corner

- Regular supervision with the Youth Work Manager, and a team that has your back on a busy night.
- Full safeguarding training, plus training on Upshot and our needs assessment process.
- Support to gain or build on a youth work qualification.
- Team training days and the chance to learn from coaches, mentors and specialists across FFP.
- Employee Assistance Programme

Keeping young people safe

Fight for Peace is committed to safeguarding and promoting the welfare of children, young people and adults at risk, and we expect all staff and volunteers to share that commitment.

This role is a regulated activity with children, so any offer will depend on an enhanced DBS check with a children's barred list check, two satisfactory references, proof of identity and right to work in the UK, and a conversation about any gaps in your employment history.

Because the role involves working with children, it is exempt from the Rehabilitation of Offenders Act 1974. That means we'll ask you to tell us about any unspent convictions, and any spent convictions or cautions that are not protected (filtered) under the DBS filtering rules.

Having a criminal record won't automatically stop you working with us. Many of our best people bring lived experience of the issues our young people face. We only ask for what we're legally entitled to know, and we'll look at any record fairly and in context: what it was, how long ago, and how it relates to the role. We use it only to decide whether the role is right for you and whether any extra support or supervision would help, and we keep it strictly confidential.

Everyone is welcome in our gym

We want our team to reflect the young people and communities we work with. We welcome applications from everyone, and particularly from people with lived experience of the issues our young people face, people from Black, Asian and other minoritised communities, and people who live in Newham and the surrounding boroughs.

If anything would make applying easier for you, such as information in a different format, extra time or a different way to apply, contact **Hannah Eghweree** at Hannah@fightforpeace.net. Asking will never count against you.

The Use of AI

We understand the benefits of using AI in work. However, if you are thinking of using AI to support your application, we ask you to think carefully about what value it adds. AI tools tend to lack the personal touch and authenticity we value in candidates. Therefore, we encourage you to showcase your unique knowledge and skills using your own voice.

How to Apply

If you are interested in this opportunity, please submit your CV and a covering letter explaining how your skills, experience and personal qualities meet the requirements of the job description and person specification.

Applications should be sent to **jobs@fightforpeace.net**

Application deadline: This is an ongoing role as we continue to increase our pool of youth workers.

Interview dates: Interviews will be conducted as and when we receive applications. Please note that only shortlisted candidates will be contacted.

Ready to step into the ring? We'd love to hear from you.