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| **Job Title:** Youth Engagement Worker  **Reporting to:** Team Manager - Routes  **Base**: The Roundhouse |
| **Hours:** 37 hours a week, 52 weeks per year  **Contract Type:** Support  **Holidays:** 20 days per year (subject to service increases of 5 days after 5 years); plus 6 College closure days per year where applicable and 8 statutory days  **Salary:** £29, 851 per annum |
| **Job Purpose**  Promote the personal, educational, creative and social developments of young people, helping them reach their full potential. Helping to hold a safe and supportive environment where students can become more confident and achieve their academic potential.  Conducting home visits will be an essential part of this role to support with family engagement and attendance improvement. |
| **Key Responsibilities**  **Student Engagement & Support**   * Build **trusting and supportive relationships** with students to encourage participation and motivation. * Act as a mentor, providing **1:1 and group support** to students who struggle with low-level behaviour or engagement issues. * Develop and implement **student engagement initiatives** to promote attendance, confidence, and personal growth. * Design and implement social action projects to engage students with positive activities, developing their character * Work proactively to identify barriers to learning and support students in overcoming them. * Actively help record and celebrate student progress and success so that students are encouraged and feel supported. * To set high expectations of students in terms of their behaviour around the college and beyond. * Promote the importance of maths and English skills to students’ future progression and employability. * To support students with the transition to post-16 education, which may include summer programmes or taster sessions. * Support students with the transition from Routes to other courses or providers. * Track and record destinations of students.   **Behaviour Support & Wellbeing**   * Support students in developing **positive behaviour, self-regulation, and resilience**. * Use **restorative and trauma-informed approaches** to manage low-level disruptions and engagement challenges. * Work closely with teaching staff to maintain **a positive and inclusive learning environment**. * Promote emotional well-being, providing early intervention strategies to support students with personal challenges.   **Collaboration & Communication**   * Work alongside the **pastoral, SEND, and safeguarding teams** to ensure students receive appropriate support. * Engage with **parents, carers, and external agencies** to provide a joined-up approach to student development. * Support staff with classroom engagement techniques and strategies to enhance student participation. * Involve students as partners in learning and decision making, encouraging and enabling them to consult and decide on certain aspects of the programme * Have conversations with students, identifying issues affecting them and how their needs can be met. * Mentor, coach and support students to develop their self-awareness, independence and individuality. * Help students develop their own set of values. * Conduct home visits to support with attendance improvements.   **Home Visits Responsibilities**   * Conduct scheduled home visits to engage with families and students, with a focus on improving participation and attendance. * Establish and maintain positive relationships with students and families to foster trust and effective communication. * Provide guidance and signposting to relevant support services, including safeguarding, mental health support, and SEND provision. * Monitor and report on students’ well-being, attendance, and any concerns that may affect their education. * Work collaboratively with teachers and support teams and external agencies. * Maintain accurate records of visits and follow up with necessary actions in line with safeguarding and data protection policies. * Ensure all visits are conducted safely, adhering to risk assessments and lone-working procedures.   **Other duties**   * Collaborate effectively with cross college staff including Personal Tutors, Inclusion and Support, Careers and Counselling services, Safeguarding staff, curriculum teams, work experience. * Write reports, collate data and undertake administrative tasks as required to achieve the main duties outlined above. * To participate in college activities which include interviews, open evenings, parent evenings, information evenings, enrolment and induction. * To assist with any other duties relevant to the post. * To maintain discretion and confidentiality throughout, where appropriate. * Always operate to ethical and legal standards and within professional boundaries. * To take responsibility for one’s own professional development and continually update as necessary. * To comply with Equal Opportunities policies and to assist in the development of Equal Opportunities. * To comply with all Health and Safety, Child Protection and Risk Management policy and legislation in the performance of the duties of the post. * To undertake risk assessments for any new activity and to ensure risk assessments are carried out for any ongoing activity. * Proactively promote and comply with all relevant College practice, guidelines, policies and procedures, and legislation, including but not limited to: Safeguarding, Equality and Diversity, Health and Safety, and Data Protection. |
| **Person Specification** |
| **Competencies**  **Essential**   * Excellent organisational skills. * High level of verbal and written communication skills. * Positive about embracing challenge and change. * Ability to handle potential conflict. |
| **Knowledge & Experience**  **Essential**   * A working understanding of safeguarding children and young people and how to maintain professional boundaries. * Experience working with young people in **education, youth work, or mentoring** roles. * Strong ability to **build rapport and engage with students** who may be disengaged or lack confidence * Knowledge of **behaviour management strategies and positive reinforcement techniques**. * A passion for **student well-being, engagement, and personal development**. * Excellent communication and interpersonal skills.   **Desirable**   * Knowledge of the FE sector * IAG experience * Understanding of trauma-informed practice and restorative approaches. * Working with families and external stakeholders |
| **Qualifications**  **Essential**   * The minimum qualification required to work as a professional youth worker is a BA Hons validated by the National Youth Agency (NYA). * Level 2 English * Level 2 Maths * Driving licence (and willing to work toward your minibus licence) * Mental Health First Aid or willing to work towards   **Desirable:**   * First aid |