

Commitment to others, Commitment to learning.

Chronicles 28:20 Be strong and courageous, and do the work.

Do not be afraid or discouraged, for God is with you.

Job Description

Job Title	Youth Worker
Grade and Salary Range	Grade 6, SCP 8-13 £22,293 - £24,252 (£24,702 - £26,873 FTE)
Location	The Oxford Academy
Hours	37 hours per week, term time + 3 weeks (5 inset days and 10 days holiday activities) 46.93 paid weeks
Contract Type	Permanent
Reporting To	Assistant Headteacher, Behaviour
Additional Information	The successful candidate will be engaging in regulated activity, working regularly in a location where the work gives an opportunity for contact with children. An Enhanced DBS will be required

Job purpose

To help young people to learn, grow, develop, and encourage them to play a positive role in school and their communities. To understand the context and challenges facing vulnerable students and their families and how this can affect them in school.

Key Responsibilities

- Organising and supporting activities during break times and after school, such as workshops, sports, art or drama, that will increase students people skills, confidence and resilience;
- Encouraging and promoting students to attend workshops, after school clubs and other activities;
- Supporting and guiding students to develop ideas and make changes in their lives;
- Work with young people to identify and develop clear and achievable personal and group development goals;
- To be aware of all of the youth community groups in our catchment area and form strong links with them;
- Working with specific groups such as students who are young carers, attending external college or 'Children we care for';
- Explore with and promote clearly to students the benefits of ongoing learning;
- To provide active and sensitive support to enable students to deal with any experiences and learning they find challenging;
- Explore and agree with students the boundaries of behaviour, ensuring that these are fair and inclusive;

- Assist students to understand the effect of their actions on other groups and individuals within the community, and to respect the views of others;
- Explore any underlying causes of conflict between individuals and groups of young people, and address these constructively;
- Working on projects relating to issues like mental health awareness, the environment, bullying, truancy, substance misuse or crime;
- To support and mentor individual students for a set period of time. Providing reports relating to the progress of these students to the line manager;
- To provide assistance and support with EFL (Engagement for Learning) walks as required.

Skills and Personal qualities

- To be able to relate to young people from a wide range of backgrounds;
- Have excellent communication and listening skills;
- To be able to motivate young people;
- Understand the issues, concerns and interests of young people;
- To be able to earn the trust of others;
- To be sincere, patient, tactful and resilient;
- Have the confidence to talk to young people both in groups and on a one-to-one basis;
- Have good team-working skills;
- To be committed and enthusiastic.

General Duties:

- To be familiar with and adhere to all Trust and School Policies;
- To fulfil your duties and responsibilities regarding safeguarding pupils and health and safety in the workplace;
- To support the aims and ethos of the school and promote good relationships with students, colleagues and parents;
- To set a good example in terms of dress, punctuality and attendance;
- To participate in the School's arrangements for appraisal, professional development and other mandatory training;
- To undertake other such duties as may be reasonably required by the line manager which are in line with the grading of the post.

This job description is written at a specific time and is subject to change as the demands of the organisation and the role develops. The role requires flexibility and adaptability and the employees of the Academy need to be aware that they may be asked to perform tasks and be given responsibilities not detailed in this job description.

The Oxford Academy and The River Learning Trust are committed to safeguarding and promoting the welfare of all children and preventing extremism; all staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an Enhanced Disclosure from the Disclosure and Barring Service (DBS) and obtain any other statutorily required clearance. Employment will also be conditional on the receipt of at least two acceptable references (1 from current/latest employer) and evidence of the formal qualifications required for the role.

Person Specification

Specification	Essential	Desirable
Education/Training	<ul style="list-style-type: none"> • Good general level of education, e.g. 5 GCSE's (A-C) including Maths and English Language or further relevant experience without formal qualifications 	<ul style="list-style-type: none"> • Any relevant qualification in Youth work
Relevant Experience	<ul style="list-style-type: none"> • Working with young people in an education or community youth setting. 	<ul style="list-style-type: none"> • Experience of working in a school setting
Skills and knowledge	<ul style="list-style-type: none"> • Excellent communication skills; • Self-starter, work on own initiative, strong organisational skills, and good written communications. Ability to establish priorities and meet agreed targets and deadlines; • Demonstrate a clear commitment to the team approach; exchanging ideas and providing support to colleagues; • Ability to build effective working relationships with a wide variety of individuals; • Professional demeanour, good interpersonal skills and ability to deal with various members of the public and senior staff. 	
Personal Qualities	<ul style="list-style-type: none"> • A fundamental belief that all children can achieve great things, no matter what their background or prior experiences; • An ability and willingness to empathise and listen, and to be self critical and reflective; • Enthusiasm, hard-work, integrity, creativity, flexibility, and resilience; • Interest in developing your own personal skills; • An understanding of, and commitment to, equal opportunities in its widest sense and a commitment to inclusive education; • A sense of fun and the ability to work hard and calmly under pressure; • A commitment to child protection in its broadest sense to empower learners and prevent harm. 	