



Youth and Children's Project Worker

Title of Post:	Youth and Children's Project Worker
Salary:	£22,000 - £27,000 per annum
Working Arrangements:	Full time or substantial part time hours FTE:40 hours per week: to include evenings and weekends – this is <i>not</i> a Monday – Friday 9am – 5pm job.
Location:	Penzance, Penwith and some travel
Duration of contract:	Permanent

About Trelja:

Trelja is an independent children and youth organisation based in Penzance. Named after the Cornish word for change, we have been delivering innovative and effective services in areas of significant deprivation since 2002. Trelja enables children and young people experiencing social and economic deprivation to develop the skills, knowledge, awareness, aspirations and motivation to make positive choices about their lives and their behaviours. Trelja has evolved over its 16 years and has developed and delivered innovative and pioneering programmes in response to the needs of the people we serve.

About the role:

This is an exciting opportunity to be part of an innovative charity, which is leading the way in addressing social exclusion amongst children, young people and their families.

Trelya runs a varied programme of activities for 8 - 23 year olds and the successful candidate will play a key role in keeping our programme relevant and engaging. The primary role is direct delivery, working and engaging directly with the young people, whilst also contributing to project planning, development other associated tasks. Delivery activities are wide ranging including mixed sports, swimming, cooking and healthy lifestyle sessions, film making, homework club, football, art sessions etc. These activities provide a solid platform from which we feed in the critical issue based and personal and social skills development work. Trelya's programme also includes Realising Ambition which replicates the American 'Friends of the Children' (FOTC) model. Realising Ambition provides project workers who work one-to-one, in groups and out in the community several times a week, week after week, year after year with the same children, using a mentor type approach.

Embedded within all of our sessions and work is the intent to give young people the opportunity to learn other skills such as; positive relationship development and communication, responding positively to boundaries, decision making and positive life choices. Issue based work such as drug and alcohol awareness, risk taking behaviour awareness, e-safety and aspiration development is also interwoven or developed from these sessions.

The work at Trelya aims to be a consistent and reliable source of support for our young people, we are also passionate about ensuring that we are flexible and responsive to the sometimes rapidly changing circumstances of young people's lives. This can mean that session delivery and content or a planned days' work can change and adapt very quickly if needed – in order to best meet the needs of young people.

The role of Project Worker is to support these activities and other pieces of work within Trelya. This could involve, helping a young person fill in a funding application, doing art with a group, accompanying a group offsite, doing the shopping for a session, contributing to session planning and preparation or responding as part of the team to a young person or family in crisis. You will be contributing to provide a safe and welcoming environment; supporting young people to thrive and develop

and to feel secure, happy and respected. The majority of the work takes place with children and young people living in Penzance and can sometimes involve travel across or out of county.

JOB DESCRIPTION

Core Functions of the Project Worker role:

- Develop and sustain long term, caring, trusting and accepting relationships with children and young people.
- Engage with children and young people, one-on-one and in groups in a range of settings including the Trelya building, outdoors (whatever the weather!), school, community, and leisure facilities.
- Develop, maintain and follow development plans.
- Set realistic expectations and goals based on children and young people's strengths, talents, abilities and needs.
- Enable development of life skills and healthy habits to contribute to a healthy positive lifestyle and to contribute to building positive self-esteem.
- Develop talent/skill/areas of interest with children and young people to help develop positive self-esteem and experience growing confidence.
- To build on confidence and talents introducing the concept of excitement and aspiration to young peoples' futures.
- Contribute to children and young people developing the skills and motivation to make positive choices about their behaviours.
- Develop professional, effective and positive, relationships with families, teachers and others involved in each child and young person's life.

- Reinforce basic literacy, numeracy and learning skills and encourage and support school achievement.
- Model, promote and enable development of good problem solving and decision making skills.
- Model and promote positive behaviours, attitudes and communication styles, even when in difficult situations.
- Complete, distribute and collect time summaries, activity journals, short term plans, expense reports and evaluation materials accurately and in a timely manner.
- To ensure the safety and well-being of children and young people in-line with current safeguarding practice, policy and legislation.
- Attend and actively participate in team meetings and other staff events.
- Provide information and support to development team and related activities as needed.
- Fulfil other responsibilities as required.

PERSON SPECIFICATION

What we are looking for:

- Talented, principled and energetic individuals who are resourceful and able to adapt to different situations and be flexible whilst maintaining a positive and enthusiastic attitude.
- Inventive, fun, engaging project workers who can build trust and who have the determination to overcome obstacles.
- Those with proven ability to relate to children and young people particularly those who are hard to reach and difficult to engage.

- Individuals who have the capacity to connect with and positively contribute towards the established team dynamic. As a small team, the rapport and energy is an essential part of the support network within the project.
- An excellent communicator, be it to children, young people, professionals or the wider community.
- Recognises the importance of, values and is able to develop professional, boundaried relationships.
- Individuals with a working knowledge and understanding of effective safeguarding practice and policy.
- People with initiative who can engage creatively with socially excluded children and young people, forging long term relationships.
- People who are ready to 'get stuck in' to the task in hand with the understanding that all work is motivated by the best interests of the children and families who we serve.

The qualities that you possess:

- You can plan, prioritise and reflect; making sure at every step that you are making a difference to the children and young people you are working with.
- You have the technical knowledge and experience to deliver this project, such as safeguarding, Health and Safety and other crucial operational skills.
- You are flexible, you can adapt quickly to changing circumstances; you are able to think on your feet and are prepared to alter plans quickly as circumstances demand.
- You recognise when there is more that can be done to get results, and will persist achieving them.
- You respond to the challenges of the role in a measured and calm way.

- You recognise the difference between patience and procrastination.
- You can accept direction and guidance, recognising the wisdom and experience of others.
- You have a good sense of humour and a robust attitude to life.
- You know about modelling behaviour and are happy to set high standards.
- You are exceptionally talented and can juggle a number of things, knowing that that at times you will have to wear several hats.
- You are not afraid of challenge, knowing it can be a catalyst for change.

The behaviours that you demonstrate:

- Commitment to positive outcomes for children, young people and families.
- Conscientiousness.
- Reliability.
- Honesty (reflection on our practice is a key part of our commitment to delivering the most effective service possible).
- Persistence.
- Precision.
- Determination.
- Team work.
- Keenness and ability to be active and energetic.
- Sense of humour.

The technical information

How to apply:

We are excited to hear from you if you think the opportunity to work on this project is right up your street and can demonstrate the skills, attitudes and behaviours which we are looking for.

Please send us:

- A completed Trelva application form
- **Additional information/evidence** to demonstrate that you are exactly who we are looking for. We are not prescriptive about the format of this additional information and will accept any media (although traditional paper and text is just as welcome), so feel free to present your suitability and enthusiasm in whatever form you choose.

Then post or email it to us to arrive no later than midday Monday 10th December 2018

Email to: helen.dobson@trelya.com

Post to: Helen Dobson, Trelva, Lescudjack Centre, Penmere Close, Penzance TR18 3PE

We anticipate that the initial stages of the interview process will take place on Tuesday 18th and Wednesday 19th December 2018.

Additional Information:

General information about Trelya:

“[Trelya has] excellent staff, high standards and an undoubted ability to engage with very disadvantaged young people and make a discernible difference to their lives and aspirations.” Quote: National Youth Agency.

Trelya is an independent children and youth organisation based in Penzance, named after the Cornish word for “*change*”. We have been successfully delivering innovative and effective services in areas of significant deprivation since 2002. Nearby Treenere is in the top 2% of deprivation in the country, with 91% of households classified as “Families with low educational attainment living on council estates”. Trelya enables children and young people experiencing social and economic deprivation to develop the skills, knowledge, awareness, aspirations and motivation to make positive choices about their lives and their behaviours.

Trelya works with the most hard to reach children and young people, children and young people who may be vulnerable to offending, unhealthy lifestyles, anti-social behaviour, drug or alcohol misuse. Through intensive, carefully considered work and a demonstration of long-term and true commitment, Trelya has embedded itself into the community and gained a high level of trust and acceptance amongst the families it aims to support.

Trelya aims to make its services as accessible as possible. Activities are arranged at a time, place and price that excludes no one who could benefit from them. In

addition to this, staff carry out extensive proactive engagement work, where youth workers go out into the community and “where the young people are” to form relationships with them and deliver services.

The power of Trelya's work has been recognised by the Home Office Positive Futures National programme, which has awarded Trelya a Gold Flag for its delivery of the programme, which is the highest achievement possible.

"The case studies are of an exemplary standard. Their case studies are notable for their clarity and detail as well as demonstrating how Trelya perseveres to achieve positive outcomes for young people.... Trelya is prepared to 'go the extra mile' to facilitate engagement and this approach makes a positive difference to young people's lives." As quoted from their evaluation report.

Our track record speaks for itself:

“Other services make a significant contribution to addressing the causes and/or consequences of illegal drug and alcohol misuse. Trelya, a youth project in West Cornwall, provides an outstanding service to vulnerable young people living in a deprived area, incorporating both education about alcohol and illegal drug use and support for individuals with established or developing problems. Recent work has focused in particular, and to good effect, on the growing problem of alcohol-related harm”. Ofsted Joint Agency Review of Cornwall.