**Youth & Peer Support Worker**

**Salary:** £25,137 - £27,978 pa inc OLW, depending on qualifications and experience.

**Hours:** Full Time 35 hours per week, some evening and weekend work. Open to reduced hours for the right candidate.

**Term:** 2 year fixed term contract.

**Benefits**: 6% pension contribution. 28 days annual leave per annum, plus bank holidays. Remote home working when needed.

**Location:** The **wïsh centre**, Cedars Youth & Community Centre, Harrow and in Harrow Schools.

\*The post is subject to an enhanced vetting and barring check and open to female applicants only (exempt under the Equality Act 2010 Schedule 9, Part 1).

**Job Description**

The **wïsh centre** is a safe community of support for children and young people in distress, many of whom may be self harming, anxious or depressed, or have experienced digital or sexual exploitation or peer abuse. We help them with one to one therapy, peer support groups, and targeted youth work. The **wïsh centre** also provides advice and training to frontline workers and the wider community.

**Overall Role**

The Youth & Peer Support Worker is a key role at the **wïsh centre** to support mainly High school age young people who self harm and/or have experienced or are at risk of child or digital exploitation, peer sexual violence, or girls involved with gangs. The role provides individual and small group outreach support, peer support groups, and assemblies, workshops, advice and training to schools and other multi-agency partners.

You will lead the **wïsh centre** targeted youth provision of support to young people, the majority of who will be girls and young women and FTM Trans young people ages 12- 19, who self harm and/or have experienced or are at risk of child or digital sexual exploitation. Working closely with the **wïsh centre** therapists, schools and agencies such as Council CSE teams, MASH, Safeguarding Children’s Board, Police, Sexual Health and other partners in Harrow, you will help to keep them safe from serious harm from themselves or others and to access support packages.

You will lead 2-3 weekly Self Harm Peer Support Groups in Harrow, and be responsible for delivering the CSE prevention work in Harrow in partnership with Harrow Council and local community partners. The groups will take place after school at our Centre in Harrow with the option of a Saturday group.

The key duties of the role are:

**SELF HARM / CSE PEER SUPPORT GROUPS**

• To lead the Peer Support Groups including:

* Outreaching to secure group members and promotion
* Managing referrals
* Assessments
* Baseline review and quarterly reviews
* Safeguarding
* Activity risk assessments in line with NYA guidance
* Leading and planning group sessions, both digital and face to face
* Ensuring snacks and materials for sessions
* Planning and implementing group workshops and activity programmes
* Monitoring group WhatsApp and boundaried out of hours support for group members
* Liaising with partner agencies
* Participating in weekly group and peer supervision
* Providing data and case studies for reports and funding requirements
* Weekly material/content generated for our social media

**SUPPORT**

* Individual outreach support for young people who self harm or have experienced CSE. This covers outreach (3-6 sessions), advice, digital out of hours help (1.5 hours per week), liaising with partners and team around the young person eg. Child Protection/Child in Need, Criminal Justice, MASE, Strengthening Families, School Leads.
* Meeting young people identified by the **wïsh centre**, schools or Children’s Services and offering 3-6 outreach sessions and text and telephone support and signposting to services in the **wïsh centre** and elsewhere, face to face or digitally.
* Managing referrals to the Peer Support groups and recording all activities on the **wïsh centre** database including sessions, meetings, phone calls etc.
* Identifying, reporting and responding to any Safeguarding Concerns and meeting weekly with the Frontline team to Risk Assess young people using our services.

**ADVICE**

* Provision of advice and guidance to schools on Self harm and Child Sexual Exploitation, including collating and sharing up to date information and resources on Guidance and best practice; delivering or providing digital school assemblies; supporting schools with implementing recommended procedures to better support young people.
* Representing the **wïsh centre** at key agency meetings eg. Heads Up, MASE; Harrow Council partnership projects such as New Pathways and Harrow Black Lives Matter Group; Domestic and Sexual Violence Forum and sharing outcomes and learning.
* Managing youth volunteer projects that contribute to the CSE/Self harm work of the **wïsh centre** eg. The Challenge; youth volunteering, work placements; youth fundraising, First Give and other initiatives.
* Promoting and developing the secure website youth space area, and helping young people and workers use our resources and packages
* Providing regular information for awareness raising through social media and website content eg. Case studies, photos, testimonials and quotes, observations and data

**TRAINING**

* Co design and deliver **wïsh centre** training on Self harm, Peer Support Groups, CSE, Digital Exploitation, both face to face and virtually
* A quarterly workplan outlining outputs will be developed for the post and reviewed regularly.
* Training on the issues as well as using our database (Salesforce) and **wïsh centre** Assessment and Review forms will be provided.

Variation Clause

The **wïsh centre** reserves the right, following full and reasonable consultation with the member of staff concerned, to vary, add or alter any of the terms and conditions of employment.

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| **Requirement Criteria** | **Essential or Desirable** |
| Understanding of the issues of young people and self harm, sexual violence and exploitation, internet grooming, abuse, girls and gangs | **E** |
| Minimum of 2 years’ experience of working with young people experiencing these issues in a support role | **D** |
| Qualified youth worker or similar | **D** |
| Experience of delivering group work for young people affected by these or similar issues, both digitally and face to face | **D** |
| Experience of talking to individual or groups of young people on the issues and/or training | **D** |
| Understanding of safeguarding, child protection, criminal justice | **D** |
| Ability to manage caseloads and referrals and undertake administrative project work | **E** |
| Confident and likeable, and genuinely motivated about talking to and supporting young people in a range of settings including schools | **E** |
| Knowledgeable about how young people use social media and ‘plugged in’ to emerging youth sub-culture | **D** |
| A working understanding of equality and diversity with the ability to challenge discriminatory behaviour | **D** |
| Computer literate including word, excel, powerpoint, database | **E** |
| Has Integrity, is punctual, dependable, authentic, presentable, and young person relatable | **E** |
| Committed to the values and aims of the **wïsh centre** and able to represent the organisation with enthusiasm | **E** |