

# Where Everyone Sticks Together

WEST

An OnSide Youth Zone

- ▶ **Job Role:** SEN/D Youth Worker
- ▶ **Location:** WEST Youth Zone, 2 EdCity Walk, London W12 7TF
- ▶ **Contract:** Part time, flexible hours (inc. evenings & weekends)
- ▶ **Reporting to:** Inclusion Coordinator





OPENED APRIL  
2024

£5

£5 ANNUAL  
MEMBERSHIP



50P ENTRY

£1

BITE CITY HOT  
MEAL

2000+

OVER 2000  
MEMBERS

# ABOUT WEST

Hammersmith & Fulham (H&F) is a London Borough of wide disparities, with an acute need for youth services. This vast difference between those living in different parts of our borough can lead to radically different life outcomes. **WEST Youth Zone is a vital provision** that will make a huge impact on the lives of young people, and on the whole borough, levelling the playing field for our young people.

"WEST" Youth Zone, named **Where Everyone Sticks Together** by local young people, opened on April this year. At WEST, we believe all young people in West London should have the opportunity to discover their passion and their purpose and be able to explore where it can take them.

Our Youth Zone is a purpose-built space fizzing with energy and crammed with incredible facilities. **Staffed by talented, skilled and dedicated youth workers** who truly believe in young people, helping them see what they could achieve, and giving them the skills, confidence and ambition to go for it.

Open 7 days a week, while schools are closed - that's evenings and weekends, plus all through the school holidays. We offer a **safe and active space for young people** to flourish in their leisure time, where their interests can be nurtured, and they can grow as individuals. This is a charity that the whole community can be proud of, and you can be part of that journey.

We give 8 to 19-year-olds, (and up to 25 for young people with additional needs) affordable access to a broad range of sport, arts and mental health support, and employability services, designed to **empower them to lead healthier, positive and more active lives** – raising their aspirations for themselves and their community.





# THE ROLE

Alongside providing support and care to children and young people with special educational needs (SEN) and disabilities, SEN/D Youth Worker also help with the children's engagement in WEST's Arts, Sports, Wellbeing, and Lifeskill focused activities. The main duties of SEN specialists include:

- Identifying any learning difficulties a child may have so they receive the right support
- Observing students' strengths and weaknesses
- Providing strategies to help and support each child
- Delivering interactive activities for young people in our Sensory room

Youth workers plan and deliver high quality youth work that supports young people in their personal, social and educational development. The role will require you to assist with Juniors (8 - 12 yrs) and/or Seniors (13 - 19 yrs) and/or Beyond (members with additional needs up to 25 yrs).

# CORE RESPONSIBILITIES

- To become part of a forward thinking, innovative and motivated team and assist with the delivery of all aspects of the youth zone sessions with young people.
- To work well in a team assisting the youth workers to work with young people showing signs of challenging behaviour.
- To motivate, encourage and support young people to try activities and participate fully in sessions.
- To become part of sessional staffing requirements for the youth team department.
- To support volunteers on sessions, coaching them to achieve their full potential within their given roles
- To deal with any problems that arise during Youth Zone sessions.
- Develop and maintain a professional relationship with the young people who attend WEST Youth Zone.
- To adhere to WEST Youth Zone Youth's mission and deliver high quality youth work that supports young people in their personal, social and educational development.
- Comply with all policies, procedures, and codes of conduct, with particular reference to Safeguarding, Health & Safety, and Equality and Diversity.
- Understand the needs of WEST Youth Zone and communicate them in a clear, consistent way to the young people, parents and guardians.
- Work within the performance framework of WEST Youth Zone and OnSide.
- Represent WEST Youth Zone positively and effectively in all dealings with internal colleagues, and external partners.
- To be alert to issues of safeguarding and child protection, ensuring the welfare and safety of Youth Zone members is promoted and safeguarded, and to report any child protection concerns to the designated Child Protection Officers using the safeguarding policies, procedures and practice (training to be provided).
- To assist with any promotional activities and visits that take place at the Youth Zone.
- To actively promote the Youth Zone and positively contribute towards increasing Youth Zone membership.
- Any other duties that may be required

<b>SELECTION CRITERIA EXPERIENCE</b>	<b>REQUIREMENT</b>
Experience of working with groups of young people aged 8 to 19, or up to aged 25 with a disability.	Essential
Experience of delivering activities focused on supporting young people.	Essential
Experience of team working and working alongside volunteers.	Essential
Experience in a youth work or learning support environment	Essential
Experience of delivering interactive activities to young people	Desirable
Experience of working with young people from diverse backgrounds and with challenging needs	Desirable
Childcare and Education Early Years Educator qualification or equivalent	Desirable
<b>SKILLS, KNOWLEDGE AND ATTRIBUTES</b>	
Ability to deliver high quality SEN/D programmes with young people who face social exclusion, disadvantage and disaffection and manage such a group.	Desirable
Able to plan and evaluate the programme of activities, including production of session plans and evaluations.	Essential




**PUNCTUAL &  
RELIABLE**



**ENTHUSIASTIC &  
CHEERFUL**



**POSITIVE ROLE  
MODEL TO  
YOUNG PEOPLE**



## BENEFITS



FREE GYM ACCESS



DIVERSE TEAM



WORKPLACE PENSION



33 DAYS LEAVE  
(PRO-RATA)



TRAINING AND  
DEVELOPMENT  
OPPORTUNITIES

SKILLS, KNOWLEDGE AND ATTRIBUTES	REQUIREMENT
Able to communicate effectively with young people, parents, team members and members of the public.	Essential
Ability to engage and build positive relationships with young people including disengaged and disadvantaged young people.	Essential
Knowledge of health and safety, diversity awareness and safeguarding best practice	Essential
Excellent timekeeper	Essential
A willingness to work unsociable hours when required	Essential
Flexible and a willingness to cover events, holidays and staff absence	Essential
Satisfactory DBS clearance and committed to safeguarding children	Essential
Understand the principles of working with young people, the issues affecting their lives and knowledge of their needs	Desirable
Basic knowledge of SEN/D and Inclusive pathways	Desirable

## APPLICATION PROCESS

- To apply, send your **CV and application form** to [recruitment@westyouthzone.org](mailto:recruitment@westyouthzone.org)
- Interviews will be ongoing and applications will close once an offer of employment is made.
- WEST Youth Zone are committed to safeguarding and promoting the welfare of children, young people, and vulnerable groups.
- This post is subject to an Enhanced DBS check.

# OUR VALUES

# WE ST

An **OnSide** Youth Zone



## YOUNG PEOPLE FIRST

Young people are at the heart of everything we do, inspiring and challenging us to deliver services that exceed their needs and challenge them to be the best they can be.

## EXCELLENCE

We encourage ourselves and each other to be the best we can be through continuous learning and improvement, and a focus on finding solutions.



## RESPECT

We act with honesty and integrity, celebrating diversity across the whole organisation and caring about each other, our young people and the Youth Zone environment.



## AMBITION

We are passionate and driven in taking on new challenges, embracing new ideas and exceeding our ambitions for young people, the Youth Zones and our local communities.

## COLLABORATION

We create and nurture strong, creative partnerships, working together to achieve better results and outcomes for young people.

