





Who We Are And What We Are Looking For

Barefoot is a small youth charity based in Ernesettle in the city of Plymouth, Devon. We work with young people and their communities to break down barriers through involvement of young, vulnerable and disadvantaged people in open access youth work, activities and projects. Our aim is to build confidence and skills whilst encouraging real community engagement.

We specialise in working with those who are, or feel marginalised or excluded. We work with a broad range of partners and volunteers, operating at grassroots level in local communities, spotting gaps in provision and bringing people together to make things happen where they are most needed.

Barefoot is expanding its team of youth workers in the Ernesettle neighbourhood of Plymouth. You can become part of exciting developments to improve our public face and the way we operate and help us adapt our open access approach to youth work to meet the challenges of the pandemic's impact on a deprived neighbourhood.

About Barefoot

Barefoot believes passionately in the power of open access youth work to help young people socialise, fulfill their potential and integrate within communities.

A little bit of history:

Barefoot began working with Plymouth communities in September 1996 and has since grown and become well-known and trusted across the city. The charity was founded in 1996, Richard Marsh becoming director in 1999 and Julie Matthews taking on the role of Finance Officer in 2006.

We currently employ four part-time youth workers - Jon, Simone, Ellie and Caitlin, who are supported by volunteers and placement students.

The Barefoot staff are backed by a five-strong Board of Trustees.

With a common goal of providing inclusive opportunities for everyone, particularly young people, the Barefoot team work tirelessly to bring people together to share positive experiences, tackle negative issues and help to create stronger communities.

Legal Identity, Funders and Partners:

Barefoot is a registered charity (no 1062887) and a not-for-profit public company (no 3245163) limited by guarantee.

Examples of our Partners:

Ernesettle Community Forum, Whiteleigh Big Local, Clarion Housing, Plymouth Community Homes, NSPCC, 4Greens, The Eddystone Trust, PL54youth, Students and Refugees Together, Marjons, Exim Dance

Examples of our Funders:

Lottery Community Fund, Tudor Trust, The Health Trust and amazing local people who support our Crowdfunding campaigns.



Livewell

Thinking, feeling and every

space

space

Job description

The Senior Youth Worker role is an exciting opportunity to have a positive impact on the lives of young people in Ernesttles and make a real difference

Job Highlights

- Senior Youth Support Worker
- Salary | £20,865
- Part-time | 18hrs a week
- Initial three year contract

We are looking for someone who wants to work with young people presenting a wide range of needs and behaviours and who can stay strong, professional and compassionate whatever they are faced with.

Are you the special person, with a passionate belief in the benefits of open access youth work, who can offer the patience, dedication and flexibility we need in our team?

Job Purpose:

To work initially in the Ernesttles area of Plymouth to build and expand a regular professional youth provision that:

- Develops professional relationships and programmes with young people (aged 10 to 19) in their own time, helping develop capacities that will be useful to them in adult life.
- Enables young people to feel comfortable with themselves, able to make and sustain personal relationships, reach their potential and find a place in society that is as satisfying as possible.

Principal

Accountabilities:

- Perform all basic youth worker duties to the benefit of young people
- Establish and maintain relationships with young people
- Create a culture of active participation among young people in all aspects of the project and develop their experience and confidence in making things happen
- Lead/co-lead youth work sessions in the absence of the professional youth worker
- Contribute to the design, development and implementation of youth work pro-programmes

Job Responsibilities

Principal Accountabilities

Continued:

- Non-contact time with young people to be allocated to planning, evaluation, supervision and training
- Contribute to any volunteer training as a supervisor
- With the Professional Worker, promote our youth work provision locally to encourage young people to participate and build links with local agencies, partners and residents' groups
- Work closely with any external activity leaders to effectively integrate their work into the overall youth work programme
- With colleagues, perform and ensure the discharge of administrative duties, including budget control, record keeping and health and safety

- Promote inclusion and challenge prejudice and discrimination
- Follow Barefoot policies and procedures to deliver a safe and effective youth work programme.

Performance

Standards:

- Capture any required data, including levels of recorded and accredited out-comes.
- Generate, collect and analyse 'snap shot' evaluation and Transformative Evaluation material as agreed.

General Requirements:

- Act at all times in accordance with appropriate legislation and regulations and Barefoot's policies and procedures
- Work in accordance with Barefoot's Health and Safety policy, performance standards, safe working systems and procedures

Key competencies and skills:

At national occupational standard level for NVQ 3

Communication

Demonstrate competent written, IT and oral communication skills.

Leadership

Be able to take the initiative and organise efficiently so as to enable short term projects and activities to be successful.

Planning and Evaluation

Be able to plan work with young people. Be able to evaluate and develop reflective youth work practice.

Diversity awareness

Be aware of difference and be committed to best practice in terms of equality and inclusion.

Resource Management

Use the SPACE SHOT youth work plan effectively and safeguard financial resources.

Partnership Working

Build on local networks to contribute to shared objectives.

Person specification

Barefoot is looking for a candidate who can add extra capacity and skills to our passionate and committed team. This exciting and varied role will have a significant impact on Barefoot and the wider communities we serve.

Criteria		Essential Desirable
Experience and Knowledge	<ul style="list-style-type: none"> ● Experience of successful work with young people 	E
	<ul style="list-style-type: none"> ● Ability to lead small project groups, creating a common purpose with successful experience of developing young people's participation 	E
	<ul style="list-style-type: none"> ● Able to show an understanding and a competence in managing budgets 	E
	<ul style="list-style-type: none"> ● Leadership in other settings. 	D
Job Related Abilities	<ul style="list-style-type: none"> ● Able to demonstrate good quality youth work practice. 	E
	<ul style="list-style-type: none"> ● Able to respond positively to one-to-one supervision and coaching within an approved system. 	E
	<ul style="list-style-type: none"> ● Able to contribute effectively to the operation of information and evaluation systems and use them effectively for planning and evaluating youth work. 	E
	<ul style="list-style-type: none"> ● Able to demonstrate sufficient written, IT and oral communication skills. Able to complete agreed tasks and demonstrate time management through organisational and time keeping skills. 	E
	<ul style="list-style-type: none"> ● Able to demonstrate successful experience in supporting and delivering anti-discriminatory practice 	E
<ul style="list-style-type: none"> ● Operation of policies and systems in other settings. 	D	

Criteria		Essential Desirable
Personal Effectiveness	<ul style="list-style-type: none"> ● Able to demonstrate insight and reflection 	E
	<ul style="list-style-type: none"> ● Able to exercise authority and control to create an open learning environment 	E
	<ul style="list-style-type: none"> ● Able to demonstrate ethical standards in the context of work with young people. 	E
Qualifications	<ul style="list-style-type: none"> ● Locally qualified in youth work or related area to NVQ 3 (or equivalent) or above 	E
	<ul style="list-style-type: none"> ● GCSE English or Maths (grades A -C) or equivalent or a willingness to under-take training within an agreed period. 	E
Physical Requirements	<ul style="list-style-type: none"> ● Ability to travel to different sites 	E
	<ul style="list-style-type: none"> ● Ability to work unsocial hours. 	E
Qualities	<ul style="list-style-type: none"> ● Adaptability ● Enthusiasm ● Compassion ● Sense of humour 	

