**Title:** Youth Worker intern

**Hours:** 35 per week

**Salary:** £25,207 per annum

**Manager:** Lead Youth Worker

**Location:** Hackney and Peckham, Southwark

**Contract:** This is a 12-month fixed term paid internship, part-funded by Jack Petchey Foundation starting in March 2025

**Purpose of the post:**

To work with the front-line team to ensure young people have the opportunities to develop the skills and confidence to build better futures for themselves.

**Key duties of the post:**

* To support the delivery of projects that engage vulnerable and disadvantaged young people aged 6-25 years old at different locations throughout the week.
* To work alongside the youth workers to recruit, engage, support and maintain relationships with young people and to offer high quality activities that are fun and support growth and development.
* To ensure the activities take account of the Theory of Change ensuring the activities SkyWay delivers meet the expected outcomes for young people and that the learning adapts projects and programmes to offer continued success.
* Helping to create a safe environment for the young people to learn and ensuring Safeguarding policies and procedures are followed and that the safeguarding of young people is paramount
* Supporting young people through a variety of activities, including group sessions, detached and outreach work, as well as one-to-one and group mentoring. This role focuses on encouraging young people to build self-awareness, foster independence, and celebrate their individuality
* Helping ensure that all evidence of work with young people is properly documented, evaluated and reported
* Keeping registers, writing evaluation reports, case studies and updating the database with information as required.
* Carry out all duties in accordance with company policies on Health and Safety, Child Protection and Data Protection, and with relevant legislation
* Any other duties appropriate to the post

**As a Youth Worker Intern you will be expected to:**

* Be based across our Hoxton & Peckham Youth Work / Community Hubs , with the ability to work flexibly in parks, in schools, on sports pitches, and wherever necessary to meet the needs of our young people and their communities.
* Work evenings, during the day in schools and during school holidays and occasional weekends.
* The position is hybrid, with some opportunity for home working outside of delivery

**Jack Petchey Internship:** As part of this role, the successful candidate will be part of the Jack Petchey Internship Programme with 20 other interns from different youth organisations in London and Essex. This development programme will involve attending a residential launch conference, four professional development workshops throughout the year and a celebration event at the end of the programme. The successful candidate will receive an extra training bursary of £1,000 for approved training and will be matched with a mentor from another organisation to help support their professional development. The Jack Petchey Internship Programme training days and events will take place in person in London and the successful candidate will be expected to take full part in this programme alongside their role at SkyWay Charity.

At SkyWay, our staff are expected to possess and exhibit the following attributes.

**Customer Focus:**

Working effectively *with* people:

1. Identify, understand and respond to the needs of all the people we work with
2. Approachable and responsive at all times
3. Able to target, promote and market to our key audience
4. Operate within an equality and diversity framework and understand and implement organisational policies and procedures

**Team Working:**

Works effectively *within* the team:

1. Supporting colleagues
2. Demonstrating dependability and flexibility
3. Offering co-operation, trust and respect

**Personal effectiveness, initiative and independence:**

Positive attitude and approach to achieving results:

1. Continuously working towards improving results for self and the organisation
2. Conscientious and hard-working and able to follow instructions
3. Responds appropriately and co-operatively to challenges and conflicting demands

4. Able to take initiative and work independently as required

**Results Delivery:**

1. Applying relevant role knowledge, mental skills and expertise to do the role effectively
2. Planning and prioritising tasks. Organised with an attention to detail. Taking action to meet agreed standards, deadlines and outputs
3. Supporting the development and implementation of operational plans for your area of responsibility

**Interpersonal and communication:**

Communicates clearly, appropriately and effectively:

1. Choosing appropriate method of communication, including use of language
2. Excellent written and verbal skills
3. Able to negotiate, motivate or influence who you work with as required

**Safeguarding Statement:** SkyWay is committed to keeping all people safe and all staff members have a responsibility to Safeguard and promote the welfare of children, young people and vulnerable adults. Post-holders must:

* Complete a satisfactory DBS check at enhanced level
* Act responsibly to safeguard and promote the welfare of children and adults
* Undertake the appropriate level of safeguarding training, and
* Be responsible for ensuring they understand and work within the safeguarding policies of the organisation

All post-holders will receive frequent supervision which will include safeguarding.

**Inclusive practice:** At SkyWay we care deeply about inclusive practice and diversity. We are an equal opportunities employer who understands the benefits of diversity so that everyone – irrespective of individual identities, background, or any personal characteristics – receives fair and equal treatment in a safe, welcoming and enjoyable environment.

**Personal specification:**

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| **Specialist Area:** Knowledge and experience: | **Essential** | **Desirable** |
| 1. 1. Recognised youth or community work qualification or equivalent or willingness to work towards one |  |  |
| 1. 2. Experience of providing youth work to young people either in a paid or voluntary position |  |  |
| 1. 3. A desire to work in youth work as a future career |  |  |
| 1. 4. A natural ability to build positive and trusting relationships with young people, complemented by excellent communication skills and the capacity to empathise with their unique circumstances and challenges. |  |  |
| 1. 5. Confidence to work effectively in disadvantaged areas, with an understanding that the role involves working and traveling home in the late evening, as some of our youth work concludes at 9 PM |  |  |
| 1. 6. Experience or understanding of working with diverse communities in areas of deprivation and an understanding of the challenges and issues faced by some of the people in these communities. |  |  |
| 1. 7. Adaptable and reliable, with the ability to adjust to changing situations and needs while consistently delivering on commitments. |  |  |
| 1. 8. Patient, with the ability to stay calm in stressful situations |  |  |
| 1. 9. Good organisational and administration skills |  |  |
| 1. 10. Understanding and appreciation of the importance of monitoring and evaluation |  |  |
| 1. 11. Self driven with the ability to work independently, as part of a team and manage own time. |  |  |
| 1. 12. Able to understand safeguarding children and young people and how to maintain appropriate professional boundaries |  |  |
| 1. 13. An enthusiasm to promote diversity, inclusion and equality, and a commitment to providing an anti discriminatory and anti racist practice including the confidence to challenge discriminatory behaviour. |  |  |
| 1. 14. Skills in a particular area e.g. Sports, Arts, Dance, Cookery would be an advantage |  |  |