

Community Detached & Mentoring Youth Worker (15 hours per week)



Place of work:	No Limits Advice Centre, Southampton and community locations across Southampton
Salary:	Band D £28,410.39 - £31,499.11 per annum (Full-Time Equivalent, 37.5 hours per week)
Working days and hours:	15 hours per week, to include evenings and weekends
Role type:	Fixed-term – 18 months
Responsible to:	Operations Manager – DASH
Responsible for:	Not applicable
Disclosure and Barring Service Check (DBS):	Enhanced DBS – Child and Adult Barred List
Essential driver?:	No, whilst this is a community-based project use of a vehicle for work is non-essential

Here at No Limits, our mission is **to empower children and young people to reach their full potential through information, advice, counselling and support.** Our people are key in supporting us to achieve our aims and your role in this is outlined below.

We particularly welcome applicants from diverse backgrounds and those with experiences similar to the children and young people we help and support. We are committed to creating a diverse environment where people can be their authentic self, experiences and opinions are valued, and we all are open to learn from each other.

About the role

As part of the Drug and Alcohol Support Hub (DASH), you will provide detached youth work in priority locations across Southampton, engaging young people in their own environments, building trusted relationships, and offering harm-reduction advice and diversionary support.

The role will primarily focus on outreach/detached youth work, with the option to hold a very small caseload for short-term, structured mentoring where appropriate.

About you – knowledge, skills and experience

To apply for this role, we are looking for:

- ✓ Ability to build trusting relationships with young people, enabling them to develop new skills and make their own informed choices
- ✓ Demonstrate effective communication, organisational and time management skills
- ✓ Ability to problem solve, identifying when a problem needs addressing and devising workable and creative solutions
- ✓ Demonstrate commitment to the principles and working practice of equal opportunities
- ✓ Demonstrate a commitment to safeguarding and promoting the welfare of children and young people
- ✓ Demonstrate motivation and shows initiative in work practice

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- ✓ Possess excellent IT skills, the ability to produce reports to a high standard and maintain records effectively using a variety of systems
- ✓ Able to engage young people in the community in their own environments

You may also have:

- ✓ Experience of working with children and young people on issues such as substance use, education and training, family/relationships and (mental) health
- ✓ Experience and a working knowledge of effective interventions with young people experiencing substance misuse issues
- ✓ Knowledge and experience of partnership working with other agencies
- ✓ Experience of multi-agency safeguarding approaches and communicating efficiently with other professionals to support young people

Please include on your application form other relevant knowledge, skills and experience which can be from work, volunteering, education or personal experience. We value growth and may make recruitment decisions where not all essential areas are met, but you're able to show an ongoing commitment to learning and development.

Main duties and responsibilities

Detached Youth Work

- Deliver regular detached / outreach sessions as part of a team of youth workers
- Engage young people in community spaces (for example, streets, parks, venues, and other hotspots) in a friendly, non-judgemental way
- Build trusted, consistent relationships with young people, especially those who may be disengaged from mainstream services
- Provide accessible information and advice on a range of issues including drugs, alcohol, mental health, sexual health, relationships, exploitation, housing and money
- Offer diversionary activities and encourage positive behaviours
- Establish consistent routes / times in community locations so young people can find and engage with the team
- Contribute to Southampton's contextual safeguarding approach by developing local knowledge and reporting risks
- Maintain positive links with partner agencies and community venues where young people gather

Mentoring

- Hold a very small caseload where appropriate, providing short-term mentoring
- Support young people to build resilience, confidence and positive coping skills
- Help identify simple, achievable goals and celebrate progress
- Signpost and refer to specialist No Limits services or external partners as needed

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Working with children and young people

- Act as an advocate for children and young people and refer them on to other relevant agencies and services, as appropriate, making sure their needs are appropriately met
- Work within the Youth Information, Advice and Counselling Services (YIACS) model, providing quality, accurate and appropriate information, advice and support – that is accessible for children and young people
- Share good practice and / or resources, to support the development of services and wider organisation
- Help children and young people feel listened to, connect them with No Limits services and build positive relationships with them
- Promote the involvement of young people in planning, delivery and evaluation of services
- Improve the lives children and young people by minimising the impact of their difficulties through the delivery of excellent services to promote wellbeing
- Collect and process accurate data and feedback from service users, on time and to high standards, which will be used for reporting and funding, helping to identify needs and improving the visibility, access and delivery of our services
- Protect the confidentiality of service users, by making sure the handling, sharing and processing of their information is in line with No Limits guidance and procedures
- Make sure safeguarding concerns and serious incidents are handled, recorded and monitored in line with No Limits guidance and procedures

General

- Demonstrate an ongoing commitment to the safeguarding of children, young people, and vulnerable adults
- Demonstrate a commitment to Diversity, Equity and Inclusion and participation of children and young people, making sure that principles and practice are implemented within your work area
- Keep up-to-date with information, knowledge and issues that may impact No Limits or your work area
- Work in line with No Limits policies and procedures, making sure statutory and legal obligations are met
- Use resources appropriately and record accurate records of hours and expenses in line with No Limits (hours / sick / holidays) contracts and policy
- Attend and actively take part in training, meetings, events, one-to-ones and clinical supervision
- Maintain accurate records and systems, both online and paper-based
- Support the implementation of No Limits strategy, demonstrating and promoting our mission and values
- Contribute to the positive image of No Limits with children and young people, parents, partners and the local community working with your team to ensure a full service, providing cover if needed
- Commit to other duties as reasonably required by No Limits, appropriate to the scope and grade of the role

The purpose of this job description is to focus on the main responsibilities of the role. These duties and responsibilities may, within reason, change at the discretion of No Limits.