



Engagement Worker (Young People)

Location: South Gloucestershire and Yate

Contract: This role is being offered on a casual/flexible contract basis

Working Hours: Your hours of work will vary depending on the operational requirements of the Company. You will be informed of the required hours for each assignment.

Hourly rate: £9.36

LPW mission

LPW deliver play opportunities, education, training and routes into work to children and young people to make communities safe and inclusive, with quality opportunities and choices for all.

LPW delivers services where the biggest differences to people and communities can be made. We focus our efforts where they are most needed in the West of England and where we can make the most impact.

LPW values

- Aspirational - developing people and helping them realise their potential
- Developmental - we support children, young people, adults and each other to develop their full potential
- Reliable - we do what we say we will do
- Enjoyable - we actively promote a positive working culture to make LPW a great place to work
- Inclusive - LPW treats everyone equally while respecting their differences and individuality

Job Purpose

- Engage young people (YP) from a range of different communities, to build resilience and improve their life chances;
- Work with partners, managers, other colleagues and YP to shape direct delivery across the organisation.

In this role, your primary areas of responsibility will be:

- Work with YP to improve behavioural and social outcomes;
- Plan, monitor and evaluate targeted group activities;
- Undertake assessments in order to identify YP's strengths, weaknesses and barriers to progression;
- Produce action plans with YP based on their individual needs and implement them in order to achieve outcomes;
- Involve YP in service design;
- Support, engage and maintain good working relationships with families to ensure positive outcomes for YP;
- Liaise regularly with partners, schools, other providers, specialist support agencies and community organisations;
- To carry out the responsibilities of the role in a way which reflects commitment to safeguarding YP in accordance with LPW's policies;
- Ensure that Child Protection requirements are complied with and where appropriate reported in accordance with agreed criteria;



- Ensure the welfare of YP and highlight any safeguarding issues to relevant agencies;
- Implement delegated tasks from LPW's strategic and operational plans;
- Any other duties that may be required from time to time.

What you will bring to this role:

Awareness, knowledge and understanding of:

- Bristol's diverse communities;
- the effect of social and economic disadvantage on YP;
- issues that affect vulnerable YP;
- best practice in safeguarding YP from harm;
- other support agencies within Bristol and multi-agency processes of support for YP;
- best practice in promoting inclusion, diversity and equality of opportunity;
- The right candidate should ideally be qualified to Level 3 or above in a discipline related to working with young people (YP) e.g. Careers Guidance/Youth Work.

Experience of:

- Working within a similar role either paid or voluntary;
- Using a variety of information technology i.e. Microsoft Office and the ability to maintain accurate and detailed records in a case management system or database;
- Planning, delivering and evaluating outcome focussed buildings and non-buildings based activities for YP;
- Engaging and working with a wide range of YP on a 1:1 basis and in groups to secure positive outcomes;
- Working with partners, with families and within communities to secure outcomes for YP;
- Safeguarding YP from harm;
- Experience of risk assessing activities;
- Promoting equality of opportunity and challenging discrimination;

The skills and ability to:

- Contribute to team targets and evaluate outcomes;
- Effectively deal with challenging and confrontational situations;
- Engage and communicate effectively with YP, parents, carers, teachers, managers and other professionals;
- Problem-solve, innovate, plan, organise, overcome barriers and implement solutions effectively;
- Provide a range of ways for YP to have their say in their services.
- Be flexible in approach to working locations, enabling travel around Bristol;
- Be culturally competent and able to challenge inequality
- Work effectively with YP from a diverse range of backgrounds;
- Work effectively in a team situation and on own initiative;
- Form confident professional relationships with YP.

Your attitude means you will have:

- Commitment to LPW vision and values;
- Commitment to developing own learning, knowledge and skills;
- Ability to work flexibly at times that YP need support, including regular evening and weekend work;



- Willing to travel across South Gloucestershire Bristol throughout the working day and week;
- Willingness to respond positively and effectively to change;
- Ability to champion and promote equality of opportunity, discrimination and stereotypical behaviours.

With LPW you will get an opportunity to work for a community interest company that has a social mission at its core driving everything we do. LPW is a Living Wage, and Disability Confident employer.

Reporting into:

Head of Service (Young People)

Accountable for:

This role has no direct reports

To apply please complete the recruitment application form that can be found on our website at www.lpw.org.uk explaining your motivation for applying for the post, and send this to recruitment@lpw.org.uk. **Please note that any CVs received without an accompanying recruitment application form will not be considered for interview.**