



Cashback to the Future: Youth Workers

Job title:	Youth Worker
Hourly rate:	£13.24 per hour for 37.5 hours per week (£496.50 per week) (equivalent to a salary of £25,818)
Based at:	1x Edinburgh 1x Ayrshire Should face to face delivery be unable to take place work will take place remotely – you will need to be able to deliver sessions from your home although equipment will be provided.
Reporting to:	Programme Manager
Duration of contract:	w/c 21st June – Friday 6th August 2021
Working Hours:	37.5 hours per week over 5 days: Monday – Friday, approx. 9am-5pm
Qualifications:	SCQF level 9 in related discipline
Experience:	Minimum of 2 years' experience delivering youth work
Other Essentials:	Competent IT skills including: MS Word, Excel, PowerPoint and Outlook Subject to PVG check and references Ability to engage young people in the context of remote delivery Full availability for 7 week contract period
Desirable:	Current PVG scheme member
To apply:	Please visit www.impactarts.co.uk to download an application form. All completed applications should be sent to jobs@impactarts.co.uk by 9am on Monday 26th April 2021.
Interviews:	W/c 10 th May 2021 (via zoom)
Expected Start Date:	w/c 21st June 2021



In all our work, Impact Arts aims to tackle the inequalities that exist in Scotland and to ensure everyone has equal opportunity. We encourage all applications for this post, particularly from those who are currently under-represented in the creative and arts sectors. Impact Arts welcomes all people no matter their age, race, gender, sex, sexual orientation, religion or belief, class, cultural background, disability, marital status, pregnancy or maternity status.

We want to make sure that process barriers do not get in the way of applicants, so if you have any accessibility needs in regards to any parts of this process (or want to discuss alternative ways to show your skills and relevant experience), please get in touch.

Company Values

As a team of people we share the following values:

Our values

CREATIVITY

We always place creativity at the centre of all that we do.

INTEGRITY

We are always honest and truthful and act with transparency.

EQUALITY

We value people's right to be different and ensure everyone has equal opportunity.

KINDNESS

We always treat everyone with care and respect.

AMBITION

We are always ambitious in what we want to achieve for our partners, participants and colleagues.



What We Do

Established in 1994, Impact Arts is a national arts organisation which tackles inequalities in Scotland through creative engagement. We envisage a Scotland where everyone values and benefits from the power of creativity to transform lives.

Our strategic objectives are:

- We will transform **Children and Young People's** lives through impactful arts and creativity.
- We will grow **Communities** to become stronger and empowered through creative engagement.
- We will support **Older People** the opportunity to take part in life enriching arts and creativity.

We place innovation, enterprise and creativity alongside outstanding delivery, sound management and a strong ethos of partnership to tackle society's big issues. Our talented in-house and freelance artists across Scotland and beyond ensure that our artistic programmes, exhibitions, performances and events are of the highest quality. We exist to inspire creativity in people and regenerate our communities through a deep and rewarding relationship with the arts.

We have over 50 staff and 100 freelance artists working on services across Central Scotland with our Head Office in Glasgow. We work with multiple partners and funders all with a strong ethos #artchangeslives. We are supported on an annual basis by over 40 funders including Scottish Government, CashBack for Communities, Skills Development Scotland, National Lottery Community Fund, Life Changes Trust and a range of other foundations and trusts.

Our Impact

Our 2019/20 figures:





Purpose

About Cashback to the Future:

Funded for 3 years by Phase 5 of the Scottish Government's CashBack for Communities fund, CashBack to the Future will work intensively in communities across Scotland, focussing on participation in areas of multi-deprivation where young people (12-19 years) can actively contribute to local community regeneration throughout an intensive 4 week creative process. Creative output is designed and steered by the participants.

Please note: In line with the Scottish Governments indicative route map we will aim for the majority of our delivery to be face to face. A small proportion (roughly 25%) will remain digital in order to accommodate young people who prefer this engagement, or who cannot travel to our delivery locations. We may have to quickly revert to digital delivery, so all activities should be able to be transferred to virtual delivery.

Youth Workers will engage with up to 30 young people in groups of up to 15 and in on 1-to-1's providing additional support and ensuring young people are able to engage in the fun creative sessions, as well as feel supported and go on to achieve positive outcomes.

Suggested, (but not exhaustive) methods of engagement include:

Face to face delivery in a variety of locations across Glasgow, Edinburgh and Ayrshire

Where delivery is remote:

- 1 to 1 video/phone based sessions
- Online small group sessions encouraging young people to work through a specific activity
- Weekly fun group sessions for young people to come together and feel part of a community
- Supporting Arts Facilitator sessions as a means of getting to know young people

Impact Arts will engage between 80 and 120 young people from across Scotland over the month of July. Referrals to the projects will come through a variety of partner organisations including: education; social work; health (CAMHS and primary health care providers e.g. community nurses / GP's); voluntary organisations (e.g. Barnardo's, Includem impact); and Police Scotland. Participants will come from a variety of backgrounds, and engagement with young people will focus on removing barriers to participation, education, employment, and training.

Cashback to the Future:

- Is a celebration of young people and their creativity
- Uses a variety of art forms, including visual art, digital art, performance and music.
- Empowers young people to gain increased confidence, social and communication skills, teamwork and creative skills
- Encourages young people to stay in education or training
- Enables young people to work towards their Dynamic Youth Award



About the team:

Cashback to the Future is a large scale intensive programme, and as such Impact Arts will employ a number of existing and new arts and youth professionals to work on the project before, during and after the main 4 week engagement phase. Programme Managers will oversee and support:

- Youth Arts Facilitators
- Youth Workers
- Programme Coordinators
- Opportunities Coordinator

Additional central support will be available through Impact Arts' administrative and operational teams (Database, Finance and HR).

Training:

In order to support team members to facilitate quality engagement for young people, Impact Arts will provide 2 weeks of training and planning prior to the programme launch. Training will typically include:

- Child Protection
- Working with young people
- Autism Awareness
- Dynamic Youth Award
- Remote delivery methods & safeguarding protocols
- LGBTQ Awareness
- Dyslexia Awareness

An additional 5 days will be given at the end of the project to complete evaluation paperwork and to attend an in person or virtual project debrief.

The role:

You will have experience of working with children and young people in an informal setting and a thorough understanding of the policies and principles that inform youth work including Getting It Right For Every Child (GIRFEC) and SHANARRI indicators. You will have a thorough understanding of the challenges in supporting vulnerable young people.

In line with Scottish Government's route map we are planning to deliver the majority of work face to face. However we may have to quickly revert to digital should restrictions dictate. You should have reasonable knowledge of applications such as Zoom. You should also have an understanding of the challenges involved in engaging young people in this way.

Your role is to design and deliver high quality and structured support, in line with the programme's objectives and themes. Where this support is delivered virtually, you will be expected to use platforms most



suitable to the participant's capabilities and resources. Our young people are likely to have access to limited and basic technology and may be working from challenging home circumstances.

You must have the experience and ability to work with young people with challenging behaviour, those experiencing social anxiety and with poor mental health.

You will need to build into your delivery plans methods for evaluating the outcomes that we are required to achieve which include:

- Increased confidence & resilience
- Improved health & wellbeing
- Improved behaviour

Main Responsibilities:

Delivery

Assess the needs of young people to correctly plan and deliver the Cashback programme

Offer support and guidance on wellbeing related issue such as health, fitness, smoking, drugs, gangs, violence, relationships and bullying, as well as facilitating group discussions

Establish boundaries and challenge inappropriate behaviour

Mentor, coach and support individuals, encouraging greater social inclusion

Work in partnership with families and other key people in the young person's life, as well as with professionals from other organisations involved with young people such as social care, health, police, education, youth offending teams and local authorities, in order to build a strong support network

Plan and deliver soft employability and 'life skills' sessions, improving young people's personal skills.

Create a structured accreditation plan for each participant and deliver to this plan in partnership with the Youth Arts Facilitator

Create an individual progression and development plan for each young person you work with and support them to achieve this in line with the project outcomes through 1-2-1 meetings

Regularly update and report to Project Co-ordinators and/or Programme Manager to ensure targets and outcomes are being met and to raise any concerns

Plan and deliver one to one and group support for young people

Develop a relationship with young people based on respect and trust, ensuring they have a safe place to develop their identity and place in society



Work alongside the Youth Arts Facilitator to facilitate theme based workshops, leading to improved outcomes for the young people

Work with our Opportunities Coordinator to plan and deliver accredited training as well as outcome/progressions planning

With support from the Programme Coordinator/Manager, manage referrals to the service as well as any associated administrative tasks (including CRM administration)

Adhere to Impact Arts' Child Protection Policy and Procedures and highlight any child protection concerns to the Designated Child Protection Officers

Evaluation

Ensure targets for progression and accreditation are met and regularly monitor and review the quality of our youth work provision

Knowledge of different methods of evaluation and ability to support their implementation ensuring evaluation is timely, relevant and specific to the required needs and outcomes

Produce detailed weekly evaluation reports on the young people's engagement and development

Work with our external evaluators to measure how young people are achieving against outcomes

Other

Participate in training and development opportunities to maintain an up-to-date knowledge of safeguarding, health and safety, and local policy developments

Undertake administrative tasks, maintain effective recording systems and respond to queries

Support and promote Impact Arts' Values

Carry out any other duties appropriate to the post in line with Impact Arts' needs

Technical Skills and Knowledge

Competent IT skills including MS Word, Excel, PowerPoint and Outlook

Experience of planning and delivering virtual workshops



Personal Skills and Qualities

Capability to oversee individual session planning with a thorough understanding of desired outcomes

A tactful and diplomatic approach to dealing with sensitive and confidential information

Excellent people and interpersonal skills

Ability to work as a team and on own initiative

Ability to work to deadlines and be punctual

Enthusiastic, resourceful and motivated

Ability to work with people from a variety of backgrounds

Excellent communication

Commitment and stamina

A flexible approach to working

An up-to-date knowledge of and interest in issues that affect young people

A sense of humour

PVG Scheme

Successful candidates will be required to join the PVG scheme or to apply for a PVG update.

To apply:

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