



AFRUCA – SAFEGUARDING CHILDREN

Youth Worker

Job Description and Person Specification

September 2022

Youth Worker – Central Manchester Youth Violence Project

Job Description and Person Specification

Job title: Youth Worker – Central Manchester Youth Violence Project (full-time)

Location: AFRUCA Centre, Manchester

Salary: £30,000 per annum subject to deductions for tax and national insurance contributions as required by law

Duration: Role ends in March 2023 with possibility of extension

Hours: 35 hours per week (5 days per week, with remote working opportunities)

Reporting to: AFRUCA County Lines Child Trafficking Service Manager

Benefits: 28 days holiday per year pro rata, plus bank holidays. 5% Employer Pension Contributions. Learning and skills development opportunities. A very diverse work environment.

Recruitment Process: Application closing date: Friday 16 September. Interviews: week beginning 19 September

Start Date: As soon as possible

Job Purpose

This position will enable us at AFRUCA to help prevent children going into the criminal justice system, due to behaviours which are indicators of serious youth violence, grooming and exploitation. Our project will deliver targeted early interventions for both male and female young people across Central Manchester. The post holder will support young people to address vulnerabilities and risk indicators of grooming, exploitation, and harm. Referrals will come from the Early Intervention and Prevention Panel which will involve Police, Early Help, Education Provides and the voluntary/community sector. Post-holder will also support young people to access early help from local agencies like Manchester Youth Justice Board, across Manchester before problems escalate.

This position is based in our Centre for Black and Ethnic Children and Families in Manchester, and it is delivered in partnership Manchester Youth Justice Board.

Background to AFRUCA

AFRUCA - Safeguarding Children is a national charity established in May 2001 to promote the safeguarding and well-being of children in Black and Ethnic communities in the UK. AFRUCA has its Head Office in London, a Centre for Black and Ethnic Children and Families in Manchester and projects working with families and communities across the country. Our County Lines Child Trafficking Service provides a prevention and early prevention programme for children, parents, and families at risk. This position will be based within the County Lines Child Trafficking Service.

Our five Key Work Areas

- **Awareness raising and sensitization:** within Black and ethnic communities and youths about children's rights and protection as enshrined in international conventions and UK legislation.
- **Information, education, and advisory services:** to raise the profile of Black and ethnic children in the UK, increase awareness of their needs and improve policies and practices. Activities include research and publishing reports, media work, conferences, seminars, workshops, and training programmes for policy makers, service providers, parents, faith and community leaders, young people; communities.
- **Advocacy and policy development:** working closely with policy makers to shape the development of policy and regulatory action to promote the well-being of children in Black and ethnic communities.
- **Community and international development:** in partnership with others to put in place programmes and services to help relieve some of the suffering and hardship that Black and ethnic children and families experience.
- **Family Support:** Working to support children, young people and families in crisis, at the point of breakdown through effective early intervention services.

Detailed Job Description

- **Provide support, mentoring and coaching to 25 young people at risk of organised crime and serious youth violence.**
 - Support and guide 25 young people to navigate difficult relationship with their parents/family/peers to improve communication and build healthy relationships.

- Support young people to address ongoing challenges they may have at school to enable them stay in education and avoid exclusion.
 - Take and action referrals from the EIP (Early Intervention and Prevention) Panel which will involve Police, Early Help, Education Provides and the voluntary community sector on the job description
 - Maintain open communication with parents who might struggle to understand their children's behaviour, especially where issues of identity, peer pressure and absence of a positive male role model are concerned.
 - Support young people to engage with a range of statutory agencies including education, the police, social services, youth justice and others.
 - Provide young people with training and mentoring to enable them understand the consequences of engaging in negative behaviours.
 - Signpost young people to other service providers where such services are not available at AFRUCA.
- **External Liaison and Partnerships with Manchester Youth Justice Board**
 - Maintain close working relationships with colleagues at Manchester Youth Justice Board and contribute to ongoing local authority activities to tackle Serious Youth Crime.
 - Represent AFRUCA on relevant Youth Violence Working Groups.
 - Contribute to research on Youth Violence and Organised Crime
- **Programme Administration, Evaluation and Publicity**
 - Conduct regular and ongoing monitoring and analysis of AFRUCA Youth Violence work to assess impact of AFRUCA's intervention on Young People.
 - Support AFRUCA at external events to highlight its work on Youth Violence, raise the organisation's profile, work and objectives.
 - Maintain the project electronic record keeping and filing system, ensuring all case files and papers are kept confidentially and efficiently and are easily accessible to authorised staff.
 - Work closely with AFRUCA colleagues to ensure synergy with ongoing work on County Lines Child Trafficking.
 - Produce monthly progress report to enable AFRUCA Board and the CEO gain up to date knowledge of all work carried out and issues arising.

- Hold regular project meeting with Manchester Youth Justice Board and produce comprehensive monthly, quarterly and yearly project progress report.
- Participate in regular AFRUCA staff meetings and professional team building sessions with others in the organisation.
- Contribute to relevant AFRUCA activities as required.

- **Professional Development**
 - Hold regular review meetings with your manager to discuss casework and promote your professional knowledge and development.
 - Participate in the yearly staff appraisal process to assess your performance and identify learning and development opportunities
 - Attend relevant events and training courses to improve your skills and abilities to support families successfully.

Person Specification

	Assessment stage		
	Job Application	Oral Interview and Written Exercise	Documentary Evidence
Qualification:			
1. Recognised Bachelor's degree or equivalent.	✓		✓
2. Right to work in the UK	✓		✓
3. DBS Enhanced Disclosure			✓
Knowledge and Experience:			
4. 3-4 years' experience of Youth Work	✓	✓	✓
5. Strong knowledge of behaviours which are risk indicators and vulnerabilities pushing children into organised crime and youth violence	✓	✓	
6. Good understanding of the UK education, child protection and criminal justice systems and how they can affect children and young people from Black and other ethnic communities.	✓	✓	
7. A good knowledge and understanding of the cultural and religious practices impacting on children's identity and behaviours	✓	✓	

8. A strong understanding of the key issues and challenges faced by migrant and asylum seeking children and their families in the UK.	✓	✓	
Essential Skills and Abilities:			
9. Identifying, prioritising and analysing Youth Violence and the risks factors in Manchester	✓	✓	
10. Excellent written skills and ability to produce good quality reports within specified deadlines	✓	✓	
11. Willingness and ability to work with others in AFRUCA to evaluate practice and think creatively about how best to work with young people.	✓	✓	
12. Ability to communicate orally with a variety of audiences, including school workers, social work colleagues, police, community members and service users.	✓	✓	
13. Accountable for own workload and arising issues, be able to work on own initiative.	✓	✓	
14. Be creative and able to cope with medium work-flow but managing several issues at once.	✓	✓	
15. Ability to adapt to work in a non-statutory, small organisational setting, in a small team environment.		✓	
16. You must be able to demonstrate your ability to work in a non-oppressive and non-discriminatory way with children and young people	✓	✓	

Desirable: Skills and Abilities			
17. Ability to speak at least one Non-European language and another European language (i.e. Spanish, French and Portuguese) would be a strong advantage	✓	✓	
18. Travel across Manchester to work with young people/agencies/communities and nationally to meet with colleagues in London office		✓	

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