



BANK STAFF ROLE

Youth Hubz provides accommodation and support to young people aged 16 and over who are Looked After by the Local Authority. We work in partnership with other agencies, to support them to successfully transitioning into independence.

The young people that Youth Hubz works with have had a range of difficult experiences, which means that they can be distrustful of professionals, having had, for example, multiple disrupted placements. Youth Hubz works with 'hard to reach' young people, and they will bring with them a range of challenging and risky behaviours.

Job Description

Bank staff will work under the general direction of the Managers and the Director and as part of a team to deliver high-quality support to young people.

Using an empathetic and non-judgmental approach, you will directly supervise young people overnight to support them in developing good nighttime routines, ensure they are safe and be on hand to offer emotional support when the young person requires it.

When working through the day, you will support them to develop their independent living skills, attend any appointments they may have and contribute to ensuring the home is clean and safe in line with all Health & Safety procedures.

You will be working as and when required, and weekend availability is necessary.

Responsibilities

- You will be expected to develop and maintain positive relationships with young people who may sometimes have complex needs and present challenging behaviour.
- Your role will involve supporting and working with young people to develop all aspects of independent living skills, social/life skills, problem-solving and planning skills and reducing risk-taking behaviour.
- You will be expected to assist and support young people to clean and maintain their living environment to a high standard.
- Have an understanding and respect for the diverse needs of each young person. All young people to be treated fairly and consistently.
- Always establish and maintain clear and professional boundaries.
- All direct support will be focused on meeting the outcomes identified in the young person's placement plan.
- You will be expected to update and maintain records after each contact with a young person.
- You may be expected to attend meetings with your supervisor to provide feedback on a young person's progress.
- You will be expected to be aware of and raise any safeguarding issues/risks that may arise.

Person Specification

Experience	Essential	Desirable
Experience of working with young people in an employed or voluntary capacity	✓	
Qualifications or Training		
Training in working with young people		✓
Qualification in working with young people		✓
National professional qualifications in youth/health and social care or community work		✓
Understanding of safeguarding/child protection issues	✓	
Understand the young person's right to confidentiality.	✓	
Skills		
Ability to use ICT and have a basic level of literacy and numeracy	✓	
Participate in supervision, training and development activities as necessary to ensure up-to-date knowledge and skills.	✓	
To comply with the requirements of all Youth Hubz policies, procedures and staff instructions, including responsibilities under the Health and Safety Policy and Procedures.	✓	
An ability to work with staff at all levels, working as part of a team and liaising with other professionals as necessary	✓	

Personal Qualities & Attributes		
Patient & have a non-judgemental approach to working with young people	✓	
Passionate about achieving the best outcomes for young people and a willingness to go the 'extra mile' to do so.	✓	
Effective inter-personal skills and ability to form positive and supportive relationships with young people	✓	
Effective oral and written communication skills and competent in the application of ICT	✓	
Flexible in working patterns to accommodate weekend working as required	✓	
Car driver and access to own vehicle		✓
Committed to continuous improvement	✓	