



JOB DESCRIPTION

YOUNG PEOPLE'S WORKER: AXIS SERVICE	LOCATION: CAMDEN
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Post Details:

Post Title:	Young People's Worker: Axis@ The Hive
Accountable to:	This role is seconded to Catch22 from The Brandon Centre. The contract lead and accountability is held by Catch22 and the employer is The Brandon Centre. Line Management responsibility is held by the Axis Team Lead.
Term of Contract:	Fixed term until 31 st March 2019, may be extended subject to funding.
Salary:	£23,517 Per annum FTE including ILW
Hours:	Full-time role, 35 hours per week. Flexible working hours are required for this role with at least one day a month of Saturday working.
Location:	The Hive, Finchley Road, London Borough of Camden
Level of DBS	Enhanced
Purpose of the Job:	This is an exciting opportunity to be part of an innovative new project delivering and providing an integrated holistic health and wellbeing support service for 16-24 year olds within the borough of Camden. You will be working as part of a team to make a real difference to your younger peers. Using the benefit of your own experience as well as expert training you will provide health and wellbeing support to ensure young people can access all of the services they need as they transition to adulthood.

Role summary:

Axis @ The Hive is a part of The Minding the Gap programme a cross cutting support service aimed at 16 to 24 year olds in Camden needing support transitioning between children's and adult mental health services. Axis @ The Hive is delivered by a unique partnership between leading local providers in Camden and young people - set up to create an integrated, holistic provision for 16-24 year olds. Axis @ The Hive was commissioned by Camden Council and the Camden Clinical Commissioning Group (CCG) from Catch 22, working with The Brandon Centre, The Anna Freud Centre, Camden and Islington NHS Foundation Trust, The Tavistock and Portman NHS Foundation



Trust, The Winch and The Integrate Movement. The Axis Young People's Workers are managed by two professionals (Team Lead roles) with backgrounds in mental health and working with vulnerable young people. Four Young People's workers are employed by the Anna Freud Centre and the other four by the Brandon Centre. There are clear lines of accountability and responsibility. All matters to do with employment are the responsibility of the employing organisation. All matters to do with the front line worker's role are part of the management and supervision structure of the service. There is a virtual team around the Axis team comprising organisations that make up the delivery partnership.. These organisations are expert in the areas of work addressed by the Axis team and provide training and consultation to Axis.

As a Young People's Worker, you will need to be able to gain and build trusting relationships with a diverse range of young people so that they feel able to talk to you about the different problems they face. You will be trained and supported to apply non-formalised therapeutic techniques from a range of therapeutic backgrounds to meet the needs of the young people you work with. You will be able to identify and refer young people with more complex mental health needs to appropriate agencies. You will support young people to access a broad range of in-house and local services. You will take personal responsibility to ensure different service providers are working together so that nothing falls through the gaps for the young people you are working with, and that they experience integrated support. This will involve creating strong partnerships with local services via community orientation and outreach work to support young people in services they are already accessing.

You will carry out assessments with young people in order to set goals and create holistic care plans to meet their needs. You will not be seeking to create a permanent mentor relationship, and will work with young people to ensure that they are able to live lives more independently of services, or to ensure they are linked in to other appropriate organisations to meet their needs. A significant proportion of the service operates an outreach model of delivery, in the community, as preferred by the young person. The outreach work particularly targets vulnerable young people who may not readily engage with services.

You will be responsible for supporting the Hive Coordinator to plan, advertise and carry out activities in The Hive – our youth hub. The young people supported through this project will often be vulnerable and challenging and Young People's Workers need to be resilient, skilled and flexible to ensure that we deliver a consistently high quality service.

Main duties and responsibilities:

The role will require flexibility and skills in adaptability and the appointed person will be expected to carry out tasks over three different areas within the service. This will include: regular working hours within the Hive helping to run the open access element of the service, one-to-one individual work with young people on your caseload, and outreach and orientation work with young people and services out in the community. Working locations include: The Hive premises, outreach and community based across Camden and at times may require working from other sites and businesses within the local community as well as meeting young people in their homes.

Core duties and responsibilities include:

Axis one to one work:

- Engage on a one-to-one basis with hard to reach young people, who are either referred to the service, drop in to The Hive or whom engage via our outreach work.
- Learn, as part of one-to-one conversations with young people, goals and outcomes desired by them. This can include issues around emotional health and wellbeing, substance misuse, sexual health, physical health, education and training, housing and other areas where the young person could need support to access services.
- Support the young people to work towards their goals by building a relationship that establishes trust so that they feel able to have conversations about issues of a more personal nature.
- Learn from and determine with the young person, ways in which they may be at risk and work collaboratively to develop measures that reduce risk for the individuals supported.
- Apply, as part of the ongoing relationship with the young person, techniques from a variety of therapeutic and youth work models which you will be upskilled in through in-house training. This will include utilising models such as Ambit and Street Therapy as well as drawing on other models which are viewed as appropriate to the needs of the individuals you are working with.
- Meet young people at times and locations that best suit them and that they feel comfortable enough to access support from.
- Work with the young person on a plan to sustain outcomes achieved so that by six months the frequency of contact is significantly reduced and the young person accesses Camden services on their own initiative. Or alternatively they no longer require input from services and are able to carry out their lives independently of support.
- Contribute to the collective problem solving and solutions development for young people experiencing emotional health problems e.g. through participation in team and individual supervision.
- Work with statutory and voluntary sector partners to ensure the work is part of a pathway of activities available and adds value to existing provision.
- Write up and record to a high standard any outcomes of meetings with young people and other services and any identified risks and new actions using the in-house database system.
- Undertake full case recording, data collection, analysis, the production of reports and summaries, using IT.

The Hive and outreach duties and responsibilities:



- Use principles of coproduction with young people and the Hive Coordinator to plan, create and evaluate activities and interventions to engage young people who access The Hive.
- When necessary work alongside the Hive Coordinator to support the delivery of the youth board.
- Work alongside colleagues and other partners to promote The Hive and Axis to a wide audience via social media, giving presentations, attending meetings and other such promotional work.
- Engage and build positive relationships with young people who access The Hive to provide effective support on a one to one or group basis to meet the presenting needs of the young people who drop in.
- Work within a rota system to ensure The Hive is well staffed and young people are able to access both structured and drop in support and activities.
- Carry out duty tasks pertaining to The Hive including: planning and coordinating activities, supporting external services to access the building in order to meet young people, and providing practical and emotional one-to-one support to young people who drop in to The Hive.
- Engage and work alongside local businesses and support services to promote The Hive and engender community cohesion.
- Carry out outreach and detached work to engage young people in schools, colleges, local communities to encourage participation in the project – seeking to develop relationships with young people at risk.
- To collaborate with young people to ensure that they are involved in co-creating the service so that it addresses their priorities and needs.

Other:

- Be flexible in your approach and understand that work routines will be subject to change, interruptions, workload fluctuation and external and internal deadlines.
- Carry out such other relevant duties as may be required and as are commensurate with the nature and level of the post.
- Contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external training and development programmes, in consultation with the posts supervisor.
- Act as an ambassador for Catch22 and The Brandon Centre upholding and promoting the values of both agencies.



- Comply with Health & Safety, Safeguarding and Governance policies and procedures (and those of your direct employer as required).
- The role will require some evening work and a significant degree of flexibility in working hours.

To be noted:

- **Axis is a new and developing service and this is not an exhaustive list of tasks. The post holder will be asked to undertake other ad hoc tasks commensurate with the scope and purpose of this post. As duties and responsibilities change and develop the job description will be reviewed and be subject to amendment in consultation with the post-holder.**
- **The post-holder will be required to have an enhanced DBS**



Catch22	PERSON SPECIFICATION
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Young People's Worker

Criteria	Essential	Desirable
Qualifications / Experience	<p>Have an NVQ level 2 in an area related to working with young people from under privileged backgrounds or a BA or BSc degree preferably, but not necessarily, in a social studies subject e.g. sociology, social administration, psychology or a teaching, youth work, nursing, substance misuse worker qualification, social work or other training relevant for working with vulnerable young people, including training by experience.</p> <p>Experience of working with young people in youth based/support settings.</p> <p>Experience of providing one to one support to young people.</p> <p>Experience of working in partnership, in multi-disciplinary teams.</p> <p>Experience of delivering activities within a youth base/support setting using creative ways to consistently engage young people.</p>	<p>A relevant qualification in youth, social or community work or a related field.</p> <p>Experience of outreach or detached work.</p> <p>Experience of co-production of services with young people.</p> <p>Experience of community mental health delivery.</p>

<p>Knowledge</p>	<p>Knowledge and awareness of the types of issues that effect young people.</p> <p>Knowledge of good practice in emotional wellbeing and mental health delivery for 16 to 25 year olds – and an understanding of the key issues in relation to service delivery for this group.</p>	<p>Knowledge and understanding of the issues facing socially excluded young people or those at risk of disengaging from mainstream activities and services.</p> <p>Knowledge of relevant legislation, policy and good practice relating to young people.</p>
<p>Skills/Abilities</p>	<p>High end Interpersonal and communication skills and the ability to build and sustain relationships with service users who may present complex and sometimes challenging behaviours.</p> <p>Ability to engage a variety of stakeholders including young people, parents, professionals and other members of the community effectively.</p> <p>Ability to identify and assess potential risks that may arise for young people and an ability to work creatively and as part of a team to reduce these risks.</p> <p>Good verbal and written communication skills.</p> <p>Ability to set goals collaboratively with young people and support them in working towards achieving these goals.</p> <p>Ability to handle sensitive and confidential issues with tact and diplomacy, whilst maintaining boundaries.</p> <p>Good IT skills.</p>	<p>Ability to work alongside staff from a range of different agencies e.g. Youth Services, Social Care; Substance Misuse; NHS; Mental Health.</p> <p>An understanding of the risks entailed in service delivery to vulnerable young people and risk management processes</p>



catch 22

	<p>Ability to organise own work routines effectively and to work on own initiative to an agreed action plan.</p> <p>A commitment to valuing diversity and implementing equal opportunities and anti discriminatory practice.</p> <p>Ability to work flexibly and collaboratively within a team setting.</p>	
Other	<p>Open to flexible delivery - able to adapt to change and a positive approach to work.</p> <p>To be prepared to work flexile working hours including some evening and weekend work.</p> <p>A commitment to valuing diversity and implementing equal opportunities and anti-discriminatory practice.</p> <p>A passion for achieving positive outcomes for young people</p>	