

Young Parents Development Worker: Part-time



ROMSEY MILL 

Young Parents Programme (YPP)

Development Worker: Part-time

Romsey Mill's Young Parents Programme exists to help young parents (aged 14-21) to fulfil their potential as parents. Our team members are alongside parents from early pregnancy, helping them to prepare practically and psychologically for family life. Adding to our small team, you will contribute to the delivery of ongoing direct support and opportunities with young parents in Cambridge City and surrounding area.

Supported by the Programme Coordinator and working with other staff members and volunteers you will be involved in direct face-to-face delivery providing personal, social, educational and parenting support to young parents, equipping them and their children for positive futures. This will include one-to-one support, home visiting, specialist antenatal provision, parent and baby groups and skill development courses for young parents, enabling them to overcome disadvantage, and develop personal, social and spiritual wellbeing.

In the last year the Young Parents Programme (YPP) has supported over 67 families investing in their development building confidence, knowledge and connections.

Romsey Mill

Who we are

Romsey Mill (romseymill.org) is a Cambridge-based charity, creating opportunities with young people, families and local communities across Cambridgeshire and Peterborough.

Starting as a community initiative established by local churches in 1980, and now existing as a charitable company, Romsey Mill is alongside families with children in their early years, teenage mothers and young fathers, children and young people experiencing multiple life challenges. We grow positive relationships, develop engaging activities, provide practical and emotional support, enable learning and skills progression, promote inclusion and well-being. We do all this as an expression of Christian faith in action working in partnership with a diversity of groups and organisations. Our staff team is comprised of 62 employees: 19 full-time and 43 part-time and sessional, with a full-time-equivalent of 37 staff members.

Across our different areas of work Romsey Mill supports over 3000 individuals each year. Romsey Mill has been creating opportunities with young parents since 1997.



Our Vision & Values

Romsey Mill's vision is of a transformed society where all young people, children, and families fully belong, positively contribute, and thrive. Working to make this vision a reality, the mission and intent of Romsey Mill is to create opportunities with people in their local communities to overcome disadvantage, promote inclusion and develop personal, social, and spiritual wellbeing.

Romsey Mill's vision for the future and purpose in the present continue to be inspired by our beliefs and values. We work openly and inclusively with people of any faith and of none.

KEY TASKS AND RESPONSIBILITIES

Delivery & Development

- Engage and develop relationships with young parents through one-to-one support and home visits.
- Support young parents-to-be to attend antenatal sessions at Romsey Mill Centre, or virtual online sessions, at the appropriate time for their pregnancy.
- Respond to needs and deliver effective support for young parents that is holistic and individualised, creating opportunities to build confidence, character, skills, and aspirations.
- Hold a caseload providing intensive support with a focus on identified needs e.g. housing, finances, parenting, relationships, child contact, sexual health, mental health and substance misuse, facilitating referral to other specialist services when required.
- Support young parents who are involved with Children's Services through the Child in Need or Child Protection processes.
- Develop a range of postnatal group sessions/activities for young parents at Romsey Mill Centre or other community facilities.
- Encourage and support young parents to access creche provision and take part in learning opportunities and courses e.g. Eating Well on a Budget, Arts Award and Shine Self Esteem.
- Support young parents with the transition from YPP to other appropriate local groups offered by Child and Family Centres or other community organisations.
- Plan and deliver activities and trips with young parents and their children.
- Facilitate young parent's exploration of their values and beliefs and the faith-based motivation of Romsey Mill's work, thereby encouraging their spiritual development.
- Work with the YPP Coordinator to involve young parents in the co-production of opportunities and services.

Partnerships

- Work collaboratively with people from organisations and agencies including Local Authorities, Family Nurse Partnerships, Midwifery and Health, Targeted Support Teams, Child and Family Centres, social care, voluntary sector groups, churches, and housing societies in developing effective provision.
- Take part in multi-agency meetings concerning specific individuals and act as a lead professional where appropriate.
- Be a face-to-face contact with the public, representing Romsey Mill to individuals and organisations, including local churches, reflecting the Christian values of Romsey Mill to those whom we work with and serve.
- Contribute to the recruitment, training, and support of volunteers who can help with the delivery of activities.

Safeguarding

- Ensure that all meetings, community activities and other events, for which you are responsible, follow agreed health and safety, equal opportunities, safeguarding and other key policies/procedures.
- Be accountable to the Programme Coordinator and Designated Safeguarding Lead (DSL) regarding all safeguarding matters.

Team meetings & Reporting

- Actively engage in team meetings and contribute to the production of programme development and action plans.
- Work with the YPP Co-ordinator and other staff members to make sure that effective monitoring and information/data gathering is being undertaken to demonstrate the impact of our work.
- Produce written material, photographs and other media content suitable for inclusion in reports and other publicity.

Person Specification

Criteria	Essential	Desirable
Education & Qualifications		
• 2 years of professional experience in a related field with a strong track record of exceptional delivery • General qualification to Level 3 (A levels or equivalent) including Level 2 (GCSE) in English and Maths • Evidence of work-based training and development • Relevant role-related qualification e.g. youth work / community development / social care / educational • A degree-level qualification	✓ ✓ ✓	✓ ✓
Experience & Skills		
• Able to demonstrate experience of building effective relationships with young parents/young people • Proven ability to develop work in response to the needs of individuals. • Experience of developing groups and delivering effective projects. • Experience in facilitating the exploration of values & beliefs amongst young parents thereby encouraging their spiritual development • Strong communication ability – both verbally & in writing • Assured in the planning & prioritising of work responsibilities • Hold a current driving licence & have access to private vehicle for work use • Willing & able to drive a minibus (D1 or Midas permit) or commitment to undertake test • Good understanding of & commitment to Equal Opportunities & anti-oppressive practice • Knowledge of Health & Safety & Safeguarding policy & practice • Able to demonstrate some experience of supporting volunteers • Knowledge & experience of the Early Years & family work • Knowledge of relationships, domestic abuse & sexual health work	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	✓ ✓ ✓
Attributes		
• Confident & creative in growing relationships with young parents, staff & members of the wider community • Someone who enjoys working as part of a diverse and inclusive team • A person who is supportive of the distinctive Christian ethos & values of Romsey Mill • Ability to work under their own initiative & act decisively under pressure • Acts with integrity & empathises with others • Proactive in responding to the needs of young parents & can demonstrate an ability to assist/help resolve issues and go the extra mile	✓ ✓ ✓ ✓ ✓ ✓	

Terms of Employment

This is a part-time (22.5 hpw) three-days-per-week role. We are open to discuss other options to suit the best candidate.

Location:	Cambridge (Romsey Mill Centre)
Contract:	Permanent
Salary:	£26,824 to £29,064 pro-rata
Leave:	25 days pro-rata annual holiday plus public holidays (with further increases based on length of service)
Pension:	Qualifying Workplace Pension under auto-enrolment
Training:	In-service training and other learning opportunities



How to Apply

You can apply for the role using the online application from at <http://www.romseymill.org/work-for-us/>

Completed application form with covering letter and monitoring form should be submitted by **9:00am on Wednesday 9th September** to Diane Hicks either by email: diane.hicks@romseymill.org or by post: Romsey Mill Centre, Hemingford Road, Cambridge CB1 3BZ

Interviews will take place on Monday 14th September. Early applicants may be considered ahead of this date.

For any enquiries or to arrange an informal conversation about the role please contact:

James Bennett, Programme Manager, james.bennett@romseymill.org,

Diane Hicks, Operations & Resources Manager, diane.hicks@romseymill.org

Or call: 01223 213162



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