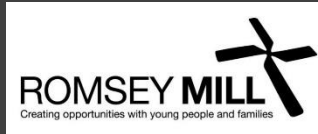




Youth Development Worker Hampton, Peterborough



Youth Development Worker - Hampton

This is an exciting opportunity to develop youth work in church and community settings, bridging the gap between the two and investing in the lives of young people.

Hampton is a new community within Peterborough. Currently, it comprises around 20,000 people, increasing to c.25,000 people by 2025. It has a relatively young demographic and is extremely popular with families and young adults.

The unifying job purpose is to build relationships with young people across Hampton and support them to live fulfilling lives. Alongside another Romsey Mill Youth Development Worker, the post-holder will engage in, and develop, community based youth activities and create opportunities for young people to learn new skills, take part in enjoyable activities and thrive. The post-holder will also provide opportunities for young people within and outside of Christ the Servant King to explore, deepen and express their faith. The expectation is that the post holder will make CSK their home church and will regularly worship at CSK.



Under this overarching job-purpose Romsey Mill and CSK have slightly differing, but complementary, emphases:

Romsey Mill: You will pioneer and develop youth work provision in the Hampton area of Peterborough, supporting 'hard to reach' and 'at risk' young people (aged 10-21). As part of this role, there is an emphasis on face-to-face community youth work and you will be expected to deliver detached sessions, one-to-one work, young people-led group activities, open access youth clubs, alternative education work and residential experiences.

CSK church: You will develop youth work provision in CSK, offering young people (aged 10-21) opportunities to explore, deepen and express their faith, in keeping with CSK's values and beliefs. You will build up a team of volunteers to support youth work in CSK, with a strong focus on discipling. You will work with CSK and encourage members to actively engage with Romsey Mill's work in Hampton. You will develop opportunities for young people in the community to explore and experience the Christian faith for themselves, and link them with the CSK fellowship, wherever possible.



Who we are

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

Established as a community initiative by local churches in 1980, and now existing as a charitable company, Romsey Mill are with families who have children in their early years, teenage mothers and young fathers, children and young people living through serious 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. Our staff team is comprised of 45 employees: 17 full-time and 28 part-time, with a full-time-equivalent of 31 staff members.

Romsey Mill has been providing youth work in Cambridgeshire for over 40 years; its Youth Development Team regularly supports approximately 1000 young people each year and has a team of 14 youth workers including individuals situated in Cambridge City, Peterborough and South Cambridgeshire.



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 young people, children, families and 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 beliefs and values shaped by the Christian faith. We work openly and inclusively with people of any faith and of none.



Who we are

Christ the Servant King is located centrally and is the only dedicated church building and Christian community centre in Hampton. The congregation is diverse and is broadly representative of the local community. There is active engagement with the local community, which has been the cornerstone for growth.

Our prayer for CSK is that we will connect people with Jesus Christ and make Him known. We seek to reach out with Christian love and compassion, lead people into a life-changing relationship with Jesus, encourage and guide believers to mature in their faith, and work together effectively with shared New Testament values. We take seriously the command of Jesus to go into our community and the world to share His good news and make disciples - in the power of the Spirit.

CSK's staff team comprises three full-time Anglican clergy and a part-time Children's Leader, alongside lay leadership and participation.



KEY TASKS AND RESPONSIBILITIES

Engagement

- Build positive relationships with 'at risk', disadvantaged and vulnerable young people through detached work and develop youth work provision in response to their needs that will grow confidence, character, skills and aspirations.
- Provide information, advice and guidance to enable young people to make informed choices so they can make a positive transition into adulthood.
- Explore ways in which the church can be more accessible for young people, including through the use of social media.
- Participate, as a committed member, in the life of CSK.

Development

- Develop a range of positive, young people-led activities such as youth clubs, sports, arts, and music-based interest groups that enable young people to explore their potential and develop new skills and interests.
- Develop 1:1 support around issues such as mental health, relationships, sexuality, education and employment.
- Plan and lead residential programmes and trips with young people.
- Create opportunities for young people to experience the family of God and explore and experience the Christian faith for themselves, including creating new expressions of church, attending Peterborough wide youth events and residential experiences.
- Lead and develop CSK youth groups, including Sunday morning teaching for older and younger members, and encourage CSK young people to play their full part in the life of the whole church
- Support young people and their families pastorally, working in partnership with CSK's wider pastoral team

Partnerships

- Contribute to partnership working with external organisations and agencies including schools, voluntary sector groups, church youth workers, Parish and City Council, health services, police and housing societies in developing effective youth work provision.
- Take part in multi-agency meetings concerning specific individuals you're supporting and act as a lead professional where appropriate. Negotiate with other professionals, share information appropriately, plan and co-ordinate meetings.
- Develop partnerships with primary and secondary schools and key members of staff and deliver support packages for students who may be struggling to engage in and progress through mainstream education.

Safeguarding

- Ensure that all activities for which you are responsible are delivered in accordance with agreed health and safety, equal opportunities, safeguarding and other key policies/procedures.

Operations

- Support the recruitment, training and management of teams of volunteers and young leaders from the community to act as positive role models who can support the delivery of the youth provision.
- Actively engage in team meetings and contribute to the production of programme development and action plans.
- Be a face-to-face contact with the public, representing Romsey Mill and Christ the Servant King to individuals and organisations and reflecting the Christian values of these organisations to those whom they serve.

Reporting

- Ensure effective monitoring and information/data gathering is being undertaken to demonstrate the impact of our work.
- Produce regular reports on your work for organisations such as schools, Parish council / other funders.
- Contribute to the preparation of funding applications to Trusts and Statutory Funders and other supporters and attend Trustee meetings as required.

Person Specification

The successful candidate will be passionate about building positive relationships with young people and will possess the necessary skills to develop youth work provision in Hampton with Romsey Mill and CSK:

Criteria	Essential	Desirable
Education & Qualifications		
<ul style="list-style-type: none"> • 2 years of youth work experience • General qualification to Level 3 (A levels or equivalent) including Level 2 (GCSE) in English & Maths • A degree • A relevant youth work related qualification 	<ul style="list-style-type: none"> ✓ ✓ 	<ul style="list-style-type: none"> ✓ ✓
Experience & Skills		
<ul style="list-style-type: none"> • Experience in building relationships and developing opportunities with hard-to-reach young people • Ability to relate easily to young people and the complex challenges and issues they face • Experience of partnership work • Experience in facilitating young people's exploration of their values and beliefs thereby encouraging their personal, social & spiritual development. • Proven communication skills – both verbally and in writing • Ability to plan and prioritise workload • Hold a current driving licence • Willing and able to drive a minibus (D1 or Midas permit) or commitment to undertake test • Good understanding of and commitment to Equal Opportunities • Knowledge of Health and Safety and Safeguarding policy and practice • Able to demonstrate some experience of supporting volunteers • Access to a private vehicle for work use • Experience of relationships and sexual health work with young people 	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓
Attributes		
<ul style="list-style-type: none"> • Identifies as a Christian, is willing to become a member of CSK church, and is able to contribute actively to the distinctive aims, ethos and values of Romsey Mill and CSK (this is a Genuine Occupational Requirement) • Passionate about young people and proven ability to develop new projects • Flexible over hours of work • Enjoy taking initiative and love working as part of a dynamic team • Act with integrity and empathises with others 	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ 	

Terms of Employment

The normal working week will be 37.5 hours (5 days), including evening sessions. This includes attendance at CSK's Sunday morning services. Friday evenings will need to be worked. Overtime is not normally paid, but time off in lieu may be given as agreed with your line manager.

- Location :** Hampton
- Contract:** Permanent
- Salary:** £20,092 - £24,012
(Romsey Mill will act as the employer and there will be shared governance with CSK for giving direction to the post-holder and for performance management)
- 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
- Other:** The named representatives from CSK and Romsey Mill will be responsible for carrying out joint, and regular, supervision sessions and work reviews with the post holder.



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 **Monday 22nd November 2021 (9.00 am)** 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 **Wednesday 1st December 2021.**

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

Jon Sanders, Youth Development Team Coordinator, Email: jon.sanders@romseymill.org or call: 07798858302

POVERTY IS NOT A LACK OF CHARACTER.

IT'S A LACK OF MONEY.

A LACK OF OPPORTUNITY.

A LACK OF INVESTMENT.

