

Alternative Provision – Youth Intervention Worker

About the Everybody Can Service

Active Tameside are looking to recruit an Alternative Provision - Youth intervention Worker for its Active Everybody Can Service, this service supports young people on an alternative education pathway and youth program.

Young people on the service may present with various complex needs including, challenging behaviour, social and emotional needs alongside educational needs. Active Tameside provides a holistic, alternative provision for young people. This is a challenging whilst rewarding role, teaching life skills, education and independence for young people to take through to adulthood.

You will need to be passionate about supporting young people, providing them with opportunities to reach their potential, you will help them come together and capture their views to ensure the voice of child is central in the design of service – planning and delivering exciting and innovative programmes.

We expect the post holder to initiate relationships with, young people, schools and external agencies. You must have the ability to communicate effectively with different groups, be adaptable to connect in a way in which the young people can understand

Active Everybody Can, is an award-winning inclusion and disability service, providing everybody, no matter their need or ability, the opportunity to develop, thrive and achieve.

We look to develop all holistically, ensuring barriers are removed for everybody to belong, enjoy, engage and grow in their community, helping them to live their best life.

We encourage aspiration and hope through learning, developing, challenging alternative provision to provide confidence from childhood to adulthood. Everybody Can has established an intrinsic, golden thread that supports people regardless of need or ability.

Please check out our Active Everybody Can brochure here - <https://www.activetameside.com/wp-content/uploads/2021/04/AT-Everybody-Can-Brochure.pdf>

In return we can offer you; the opportunity to play a major role in the provision of an excellent and growing service as well as, ongoing training and development.

Active Tameside is committed to safeguarding and promoting the welfare of children, young people and adults and it is expected that all applicants will share this commitment. DBS checks will be carried out on successful candidates subject to post requirement.

role profile

Role Title:	Alternative Provision- Youth Intervention Worker
Grade:	D
Date:	August 2022
Responsible to:	Everybody Can Youth Intervention Manager

Role purpose

As the Alternative Provision - Youth Intervention Worker you will be responsible for the support of young people on an Alternative educational pathway following the national curriculum guidelines. This may be dealing with youth people who present with behavioral issues, disabilities and additional needs who can display challenging behaviors, working with various hard to engage service groups from various backgrounds. Delivering with a person-centered approach, looking at the holistic development of individuals whilst providing an inspiring experience that engages all.

The Alternative Provision - Youth Intervention Worker will also be accountable for implementing (with support) quality sessions ensuring good order and discipline in accordance with Active Tameside policies. For example, working with care plans, following social care orders, youth justice orders and engaging young people to provide the best quality of care and support.

Accountabilities:

All our roles play a key part in delivering our strategic themes to achieve our goals:

1. Establish supportive relationships with the young people concerned
2. Monitor young people's response to the learning activities and, where appropriate, modify or adapt the activities.
3. Support young people in developing social skills both in and out of the classroom
4. Provide regular feedback on young people's learning and behaviour
5. Be aware of confidential issues linked to home/student/teacher/school
6. Contribute towards achieving a positive culture in delivering our dynamic and life enhancing strategy and outcomes. Build positive and effective relationships with young people, customers, colleagues, partners and key stakeholders.
7. Co-operate with the employer on all issues relating to health, safety and welfare to guarantee the safety of young people, especially those with specific needs and challenging behaviours. Health and safety requirements to be met and observed by all members of staff and visitors.

8. Supervise and support young people with personal needs, and implement related personal programmes, including alternative provision, Education, social, health, physical, hygiene, first aid and welfare matters.
9. Encourage young person to act as independently as appropriate and encourage all to interact with others and engage in education program.
10. Be aware of young person personal journeys, progress and achievements. Report to the service lead as agreed including daily record keeping of individuals.
11. Participate in training and other learning activities and performance development as required.
12. Be a flexible and proactive team member who inspires improvements and developments in people, performance and processes. To inspire a "best in class" approach in representing our brand internally and externally.
13. Live and breathe the vision and values of Active Tameside in a customer focused way to drive us to be the best that we can be. To lead by example and to be an active role model in delivering our policies and procedures.

Requirements:

Our recruitment process will include you demonstrating these requirements from your application form, interview and/or assessment(s):

Knowledge	Experience
<p>Level 2 in Health & Social Care/ Youth work /Teaching Assistant or wanting to achieve this.</p>	<p>Experience providing Alternative Provision and/or youth provision, criminal justice system or Youth Service.</p>
<p>Basic knowledge of Policies including Child Protection/Safeguarding and Behaviour Policy. Knowledge of challenges young people, in youth provisions, alternative provisions or education settings are faced with. National curriculum standards and Guidelines</p>	<p><i>Experience of working with young people (KS3 & KS4) with challenging behaviours.</i></p>
	<p><i>Experience of using ICT to support learning.</i></p>
	<p><i>Experience of transporting young people on company transport.</i></p>
	<p><i>Experience of being compliant with health and safety guidelines or are willing to learn.</i></p>
	<p><i>Experience of working within a diverse workforce.</i></p>
Skills	Values
<p>Be compassionate and a caring nature to understand the challenges young people are faced with.</p>	<p>★ Active - we encourage people to be healthy and active.</p>
<p>Possess good communication skills.</p>	<p>★ Champion - we work and adapt so that we can be the best.</p>
<p>Can work under the direction of others to support individuals or groups.</p>	<p>★ Together - we are there for people that need our help.</p>
<p>Competent physical intervention practitioner (or willing to undertake training) including additional statutory training to meet the needs of the service.</p>	<p>★ Integrity - we are genuine and honest with people.</p>
<p>Can use initiative when supporting individuals within activities during sessions.</p>	<p>★ Value - we respect people's opinions and differences.</p>
	<p>★ Enthusiasm - we enjoy what we do and act positively.</p>

Essential Criteria – in bold

Desirable Criteria – in italics

**our employee
lifecycle**



Hire me

Provide a job role that enables me to utilise my unique talents ensuring individuals are fit for purpose and success.

Develop me

I am supported by managers that will help me develop as an individual to be the best I can be.

Manage my performance

Provide an environment that promotes continuous learning and development. Managers and employees are clear on their mutual expectations and managers provide helpful and constructive feedback.

Engage and motivate me

I am able to participate in decisions that affect me and my team. And concerns I have are dealt with urgently with any issues dealt with sensitively and with emotional intelligence.

Thank me

My time and extra effort are recognised and appropriately rewarded. Leaders and managers show respect for my time.

Wish me farewell

My feedback is appreciated and may enable continued improvements in the workplace for others.