



Tender: Youth Work Practice Supervisor and Project Support¹

Time Period: September – January 2019 (possible extension)

Payment: £5,000

Contact Time: minimum 7 hours per week contact time, weighted toward the beginning of the contract period for induction and relationship building

Project: Believe in You – activities to engage and inspire Gypsy and Traveller Young People

Context

Leeds GATE are an award winning local charity and community members' organisation for Gypsies and Travellers in West Yorkshire. We work to improve quality of life for our members through work on homes, health, education, employment and inclusion. We run a number of projects to meet our aims including advocacy, community development, youth work, strategic & policy work.

We deliver a range of activities and support for families and young people, including regular groups, advocacy and training. Our young people face many challenges but possess many strengths. Our young people are resilient, mature and fun. Despite a formal education our young people possess many skills and knowledge and are eager to learn about different issues, concepts and how to do new things. They have strong and loving families, great friendship networks and good social lives. For a variety of complex factors many of our young people over the age of 11 are elected home educated (EHE), they have all experienced discrimination and racist bullying and many have no qualifications at 16.

Our new team of Gypsy and Traveller youth workers at Leeds GATE are engaged in delivering a Children In Need funded project of activities to engage and inspire Gypsy and Traveller young people. Their busy programme includes regular youth groups, outreach and engagement, activities and residential. They also run a youth committee. Our youth workers have excellent relationships to our young people and they are trusted by the community.

We are looking for an experienced and confident youth worker who can hit the ground running to provide practice supervision and support to our youth work team. The provider will be able to forge relationships to young people, staff and parents quickly. They will have a depth of knowledge in regard to managing groups and behaviour, they will have access to a broad range of skills and resource to support youth work delivery such as games, strategies and session plans. They will be confident, competent and qualified to talk about issues affecting Gypsy Traveller young people today including racism, body image, relationships, online safety, opportunities and child criminal exploitation.

Project Activities

- Intensive session and project planning support – including developing schemes of work, individual session plans, issue based working, risk assessment
- Youth Work practice supervision – reflective supervision for youth workers relating to practice issues including safeguarding, personal relationship to issues, balancing professional and personal relationships, behaviour management and professional development. Please note the workers will have a full supervision offer from Leeds GATE and will follow all Leeds GATE safeguarding policies and processes. The intension of this supervision is for reflection leading to practice development as a youth worker
- Observing and supporting practice and offering feedback
- Covering sessions and activities where necessary, for example, big group sessions, trips, residential, groups with challenging behaviour
- To liaise with our Communities Manager about training and development needs of the team and help to produce a training and development plan for each individual
- Provide a full handover to include completed forward session plans for the next half term (these will done by our youth workers but the supervisor must support them to ensure these are complete by end Jan 2020)
- To follow all Leeds GATE policies and procedures and ensure our values are met at all times
- To participate in monthly project management and update meetings with the Deputy CEO and Communities Manager

Timeline

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| Recruitment & Interviews | 14th September |
| Induction | 16th – 30th September |
| Project Support | 30th September – 30th January |

Tender and Specification Process

Leeds GATE is committed to safeguarding children and adults at risk and expects all staff, contractors, freelance workers and volunteers to share this commitment. The organisation follows safe recruitment practices to protect children and adults at risk, and the successful supplier will be required to undergo pre-employment checks before contracts are agreed and signed. This will include an Enhanced Disclosure and Barring (DBS) check.

Leeds GATE are an equal opportunities, living wage and mindful employer.

Responding to this brief

Responses should be completed on no more than three sides of A4 and returned to ellie@leedsgate.co.uk by 10th September with interviews held on 12th September.

Responses should cover all elements of the competency framework below and will be scored according to the weighting indicated below. Please note the requirement to provide a case study. Successful applicants will be invited to an interview which will be led by our young people.

Responses should detail how you plan to carry out the work and any comments on timeframes and methodology.

Responses should detail reasons for wanting to undertake this role, your knowledge and / or experience of working with Gypsies / Travellers or other marginalised groups and why you think the project is important.

Competency Framework

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| Knowledge, understanding and experience of Safeguarding. | 20 |
| Willingness to adhere to GATE Safeguarding policy and process. | |
| 5 years experience of working in a youth work setting and able to demonstrate in depth youth work practice knowledge through qualifications, training or experience | 20 |
| Knowledge and experience of providing mentoring, observation, feedback and practice supervision to youth workers | 20 |
| Knowledge and experience of project planning and management and session planning | 20 |
| Awareness of youth work standards, training and qualifications available to new youth workers | 10 |
| Ability to engage with children and young people - building relationships and trust quickly | 20 |
| Awareness and confidence to talk about issues affecting Gypsy and Traveller young people | 10 |
| Ability to find innovative and constructive solutions to manage groupwork | 20 |
| Commitment to co-production (planning & delivering activities with young people) | 10 |
| Commitment to principles and practice of confidentiality | 10 |



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| Willingness and ability to work in a flexible manner including out of working hours as necessary | 10 |
| Understanding and awareness of Leeds GATE's Values and ability to demonstrate a commitment to these: http://leedsgate.co.uk/home/history-leeds-gate/our-mission-and-values | 10 |
| Via a case study demonstrate how you have responded creatively to a challenge you have faced in your youth work practice | 10 |
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| Total | 190 |