Welcome to **The Benjamin Foundation**

The **Benjamin** Foundation

Thank you for your interest in joining The Benjamin Foundation staff team

If you have any questions regarding this vacancy, please contact our HR Department by email at recruitment@benjaminfoundation.co.uk or on 07881 012553.

Reg Company No. 3825425
Reg Charity No. 1124936

About us

For over 25 years' children, young people and families across Norfolk and Suffolk have been supported by The Benjamin Foundation to overcome big challenges in their lives.

Each night we accommodate 100 vulnerable young people, equating to over 40,000 safe nights sleep a year for local young people. They can finally feel safe from youth homelessness. We are proud to be the regional partner for the End Youth Homelessness campaign.

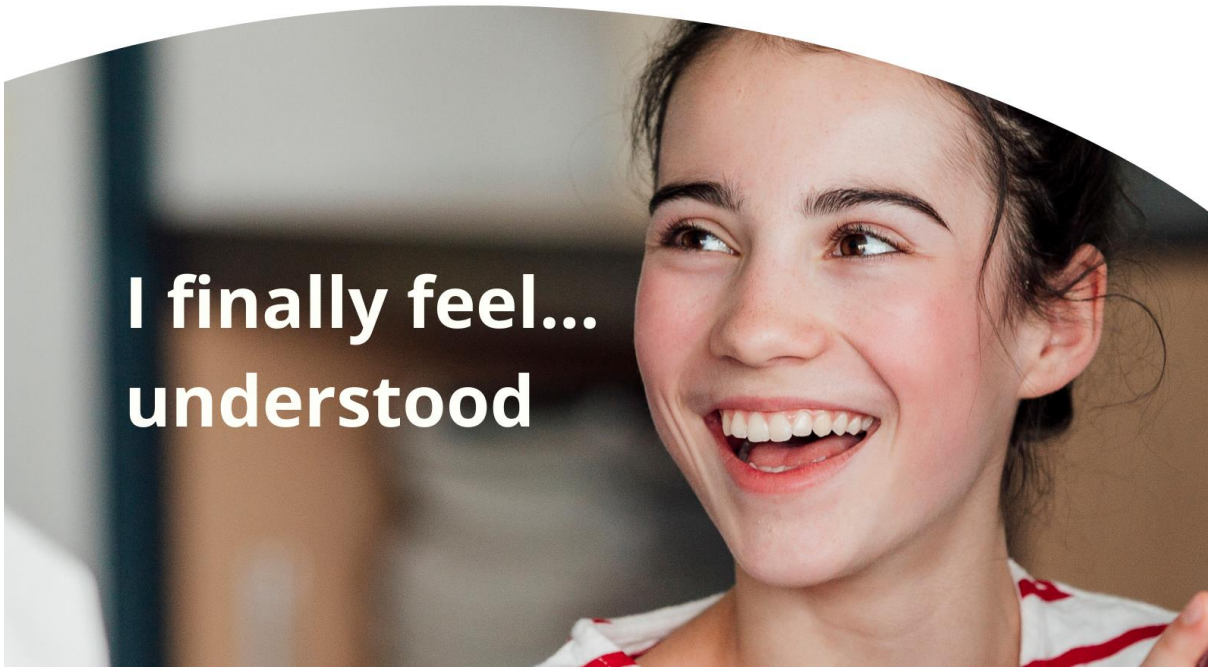
Each week 150 young people access our emotional wellbeing support. In the last year this equates to 7,500 emotional wellbeing support sessions improving their mental health, increasing their self-esteem and to finally feel understood.

Each year over 250 young people attended our youth work in the community to gain new life skills, expand their horizons and finally feel confident

Overall 2,000 local children and young people every year finally feel hopeful of a better future because of the work of The Benjamin Foundation.

The Benjamin Foundation are deeply connected to the local community, employing over 220 people in Norfolk and Suffolk

For more information about The Benjamin Foundation visit www.benjaminfoundation.co.uk



Reg Company No. 3825425
Reg Charity No. 1124936

Young People's Support Worker
Children in Care – Ipswich
Permanent, full time – 35 hours + 2 sleep in
£18,327.40 per annum, £10.07 per hour

Sleep in & on call allowances are paid in addition plus Employee Pension Scheme & other benefits

This role include lone working, evenings, weekends, sleep in and on call responsibilities on a rota basis.

Are you looking for an exciting new challenge to work within a charity that provides support to young people at risk of homelessness?

In 2020 we extended our services in Suffolk and opened Silver Lining House in Ipswich. This supervised accommodation centre is staffed 24/7, providing a minimum of 1-to-1 support for vulnerable young people, aged 16 – 18, who are leaving the care system and will require a bespoke support package to support them with the transition from a children's home or foster home towards independent living.

As a Support Worker, you will liaise with key agencies, and provide advocacy and support to young people covering all areas of their lives including school or college work, jobs, training, household management, appointments, health matters or personal issues. We aim to build confidence in our young people, developing important life skills (e.g., budgeting, cooking) they will need to help them manage their lives and prepare them for future independent living. A driving licence and access to a vehicle are essential for this role.

The Benjamin Foundation is committed to safeguarding and promoting the welfare of young people. An enhanced DBS check will be required for successful applicants.

The Benjamin Foundation embeds the Nurtured Heart Approach ® which creates strong and improved relationships by focusing on positive behaviour rather than energising negativity, providing clear rules and consequences, creating an environment in which people thrive.

To apply, visit http://benjaminfoundation.co.uk/vacancies
OR email recruitment@benjaminfoundation.co.uk

Closing Date: Tuesday 27th July 9am
Interview Date: Shortlisted candidates will take part in an online Safer Recruitment Interview on Wednesday 4th August and a Selection interview in Ipswich on Monday 9th August

Reg Company No. 3825425
Reg Charity No. 1124936

Young People's Support Worker
Job description

Job title:	Young People's Support Worker – Specialist LAC
Employer:	The Benjamin Foundation
Location:	Ipswich
Contract:	Full Time – Permanent
Salary:	£18,327.40 per annum - £10.07 per hour, Sleep ins & on call will be paid in addition
Hours of work:	35 hours plus 2 sleep ins per week (average on a rota basis)
Department:	Housing and Homelessness (LAC)
Reporting to:	Multi Service Manager (LAC) / Assistant Manager at service

Job purpose

1. To support young people with high and specialist needs in the journey to independence, providing advocacy and support and the necessary skills for living independently
2. To support young people with high and specialist needs to enable them to identify their goals in terms of future housing and employment/education/training
3. To signpost and access service that help young people to manage areas of their lives which impact on the ability to live independently
4. To safeguard the young people that will be accommodated within the service
5. To work in compliance with legislative, regulatory requirements i.e. Children Act 1989, The Children (Leaving Care) Act 2000, Working Together 2013, Children and Families Act 2014
6. To work in accordance with strategic requirements
7. To ensure consistent, high quality delivery of the service
8. To work as part of a team covering all LAC services

Main duties

General

1. To work within the frameworks of the service, The Monitoring Evaluation Review (MER), The Benjamin Foundations Client Management System (CMS) and Quality Assessment Framework (QAF)
2. To maintain good professional practice working in accordance with the service's policies and procedures, statutory and legislative requirements
3. To represent the service to outside agencies and community groups where required
4. To develop and maintain relationships with key agencies to high standards at all time and ensure compliance with the statutory frameworks they work in
5. To ensure strong partnership links and working relationships with Local Council, Housing Associations, Health and Educational services, and any other appropriate professionals, to achieve the best possible outcomes for the young people accommodated within the service
6. To liaise where appropriate with the relevant Children's Services Department
7. To promote the well- being of the young people accommodated within the LAC services
8. To maintain an environment that promotes positive acceptable behaviour
9. To work in a way that actively promotes equality and diversity
10. To embed the culture and ethos of The Benjamin Foundation
11. To maintain and work in accordance with The Benjamin Foundation's confidentiality policy at all times
12. To undertake such other duties as may be delegated or assigned commensurate with the level of grading and role of the post

Staff

1. To develop a positive and supportive relationship with the staff team
2. Commitment to ensuring staff use the Nurtured Heart Approach ® in their work

Administration

1. To ensure that good quality records are maintained as required
2. To participate in the development, implementation and monitoring of individual support plans and assessments
3. To ensure the young people's support plans, pathway plans and risk assessments are carried out in the day-to-day support of the young people

Development

1. To be involved in recruitment, appointment and induction of staff
2. To represent the service at multi-agency conferences and networking opportunities
3. To develop and maintain relationships with Children's Services
4. To undertake personal development and attend any relevant training

Young People

1. To develop a positive and supportive relationship with the young people accommodated within the service
2. To attend professionals meetings, LAC Reviews and placement meetings as required
3. To input into young people's Pathway plan, statutory reviews and Education, Health and Care Plans (EHCP)
4. To ensure service user involvement is embedded in the service.
5. To help maintain a positive and nurturing environment that is sensitive to the needs of the young people
6. To use Outcome Tools (including Young Person's Star, CMS, QAF and MER) in assessing young people's progress and well being

7. To support the young person to access and registration with health services
8. To support the young person to conduct healthy relationships with family, friends and staff by pro-social modelling and restorative intervention where necessary
9. To support with offending and addressing criminogenic behaviours
10. To support the young person to relate to their ethnic and cultural backgrounds
11. To support the young person with their sexuality
12. To support the young person to become a member of their community
13. To encourage and support positive support networks, including recreational activities with peers
14. To support the young person to develop positive boundaries with all relationships
15. To support the young person in identifying, accessing and sustaining a programme of education, training and employment including support with an ETE pathway
16. To support the young person to become 'job ready', get into a routine, get up on time, dress appropriately, communicate appropriately, work out their travel plans etc
17. To support with budgeting and shopping for essentials, to maintain a healthy diet (cooking sessions etc)
18. To support in washing clothes and basic repairs, basic household cleaning, basic maintenance
19. To support to pay attention to personal hygiene, managing a healthy lifestyle, including sexual health
20. To support in using public transport and accessing public services
21. To support the young person to explore all their move-on options, including support with arranging appointments with housing officers
22. To support the young person with making and following up benefit claims
23. To support the young person to understand the legal and social responsibilities of holding a tenancy and who to turn to for housing advice
24. To support in managing finances including paying service charge, shopping for essentials and broader budgeting, opening a bank account, savings account, planning for the future, financial risks, emergency options, priorities claiming benefits etc
25. To support to understand the financial implications of an independent tenancy while working with any numeracy difficulties the young person may have
26. To support to access other services, family support and keeping statutory appointments (this may include accompanying the young person, assisting them in making and keeping appointments, making referrals, helping them to identify useful services, maintaining contact etc). Services may include mental health services, the Matthew Project, Youth Offending Team, GP, dentist, sexual health advice, anger management courses, ETE providers, sports and recreation etc. Support to get their NI number, birth certificate or passport

The Benjamin Foundation fully embeds the Nurtured Heart Approach in all that it does and staff will adopt this approach as part of their practice.

The Benjamin Foundation reserves the right to alter the content of this job description following consultation, to reflect changes to the job or services provided without altering the general character or level of responsibility.

This post is subject to a full and satisfactory DBS disclosure.

Name of Job Holder:	
Signed Job Holder:	**Date:**
Name of Line Manager:	
Signed Line Manager:	**Date:**

Young People's Support Worker
Person Specification

Criteria	Details	Essential	Desirable	Assessed
Qualifications	Formal qualification in working with children and young people		**D**	Certificate Application
Experience	A minimum of 2 years experience working with homelessness or children/young people in a supported accommodation setting	**E**		Application Interview References
Knowledge & Skills	To be able to communicate with colleagues, external agencies and young people both verbally and in writing ensuring you conduct yourself in a professional manner, whilst maintaining the rules of confidentiality as appropriate	**E**		Application Interview
	Have an in-depth knowledge of local policies, protocols and relevant legislation, particularly part 3 of The Children Act 1989, Section 17 and Section 20	**E**		Application Interview
	Have an understanding of relevant housing and benefits legislation	**E**		Application Interview
	A good understanding of appropriate Professional Boundaries	**E**		Interview Reference
	Good ICT skills, including the ability to input information and formulate reports from a database	**E**		Interview Reference
Personal Qualities *Positive*	The personality and ability to relate positively to young people	**E**		Interview Reference
Responsive	Ability to respond quickly and with flexibility to the needs and priorities of individuals	**E**		Interview Reference
Independent	An ability to think independently and work without constant supervision and micro management	**E**		Interview Reference
Confident	Being able to confidently make decisions regarding day to day matters and to be accountable for these decisions	**E**		Interview Reference
Competent	The ability to work under pressure and remain calm in stressful situations	**E**		Interview Reference

Collaborative	Ability to work collaboratively with the Manager, senior and other staff	**E**		Interview Reference
Progressive	An interest in the long term development of the service	**E**		Interview
Nurturing	Commitment to using the Nurtured Heart Approach ® and ensuring other use it	**E**		Application Interview
Additional	The willingness to contribute to the wider Benjamin Foundation success story	**E**		Interview
	Commitment to equality and diversity policy of The Benjamin Foundation	**E**		Interview
	Current Driving Licence and access to a vehicle	**E**		Copy DL and insurance certificate
	A willingness to undertake training appropriate to the post	**E**		Interview
	A sense of humour	**E**		Interview