

Young People's Project Worker West Cornwall

RJ Working is a charity serving the communities of Cornwall. We support young people's leadership through Restorative Practice, to enable their voices, participation and empowerment. Restorative Practice helps to build relationships and the skills to better look after self and others. This creates a foundation for building fairer communities and tackling inequalities.

Our work in West Cornwall was launched in 2017 but is not yet fulfilling its transformative potential. This role will support and enable young people to take leadership in developing Restorative Approaches and embedding these approaches in their communities. It will build on RJ Working's existing relationships with schools, colleges and young people, and develop new relationships and connections.

Hours: 1.5 days a week (0.3 FTE), total 58 weeks structured around term-times from September 2023 – March 2025 (with the potential for increased hours from January 2024). Core work days will be agreed and flexible by negotiation. For example, it may be necessary to work 2 days in a particular week, and then 1 day the following week. Annual leave is to be taken in the school holidays. Salary in excess of the real Living Wage.

Job Purpose: The Young People's Project Worker will support youth-led projects in Penzance, using the Restorative model, so that young people are supported and empowered to lead, have their voices heard and to take positive action to make things better, socially, locally, and on a wider scale.

Key Responsibilities:

- Develop the Connecting Beyond the Labels (Together for Justice) project in Penzance, starting from Penwith College, in keeping with the requirements of Active Communities funding. Grow this opportunity for young people to be empowered and fulfil their potential and support youth-led events and campaigns
- Develop the Penwith College Fairer Futures programme on Wednesday afternoons and support the young people involved as above.
- Implement RJ Working policies and procedures with an emphasis on Safeguarding and building a culture of care, with the interests and wellbeing of young people at the heart of all we do.

Key relationships: The Young People's Project Worker will:

- Be supported and supervised by the RJ Working 16+ Lead
- Work in close collaboration with the West Cornwall Development Lead
- Work with other members of the RJ Working Team to deliver projects, training, & events.
- Relate to key staff at Penwith College and its feeder Secondary schools to further the influence of RJ Working and promote understanding of the Restorative model in practice.

Training and Support: The person appointed will be given a full induction into the team, relevant training, regular meetings and support. They will participate in developmental Restorative Practice training.

Person Specification: The person appointed will demonstrate:

Values: (essential)

- a) ability to prioritise relationships in which respect is exchanged and responsibilities shared
- b) commitment to active anti-discriminatory practice and ongoing team learning about this
- c) understanding the Restorative approach as a 'supportive challenge' for addressing harm, and for building community in response to the Climate Crisis and the associated social harms

Experience: (desirable)

- a) of facilitating workshops for young people, in and/or outside education settings
- b) of engaging young people with complex experience, empathically and creatively
- c) of organising projects/events with the associated time management and administration

Knowledge: (a-c desirable, d essential)

- a) of the Climate Crisis, social justice and climate justice and the relevance for young people
- b) of the Restorative model
- c) of the barriers to young people's empowerment and how to overcome them
- d) commitment to ongoing learning about the above 3 issues including self-directed learning

Skills and Qualities: (essential)

- Excellent communication skills
- Strong organisational skills, including administration and time management
- Confidence to relate directly to Colleges, Schools and Project Partners
- The ability to communicate creatively and relate to young people from different backgrounds and experiences
- The ability to work well as part of a team, communicate openly and honestly with colleagues
- The ability to identify and collate relevant and inspiring resources and adapt them to the team's work in different contexts
- The ability to turn ideas into action
- Initiative and a positive can-do attitude
- Flexibility and a willingness to change plans in response to changing circumstances

Timetable of next steps:

If you would like to discuss this opportunity please text Deborah Mitchell on 07535656007 to arrange a phone conversation. Please find the application form for this role under the 'Work With Us' heading on the RJ Working website www.rjworking.co.uk/

The deadline for applications is 12 noon Weds 23rd August 2023. Shortlisted candidates will be interviewed before the end of August at a mutually convenient time, given that this is the holiday season. The successful candidate will be invited to take up the position as soon as possible.

Safer Recruitment:

The safety and wellbeing of children and young people is of paramount importance to RJ Working. This means that all team members hold safeguarding responsibilities, individually and collectively. All appointments are dependent on completing an Enhanced DBS check, and confirmation of suitability to work with children and young people. A copy of our Safeguarding Policy is provided as part of the safer recruitment process, and Safeguarding is a core part of induction to our work. It is an offence to apply for this role with RJ Working if the applicant is barred from engaging in regulated activity relevant to children.