



Job Description

Job Title	LGBTQ+ Youth Worker
Employment Status	Part Time (1 day p/w).
Line Manager	Young People's Sexual Health Coordinator, Spectra
Salary	£27,797 FTE (pro rata for one day per week)

Job Summary and Purpose

Spectra are looking for an experienced, reliable, creative and outgoing individual to promote, lead and support LGBTQ+ young people's groups in London.

You will act as the primary liaison between Spectra, youth services, schools and colleges and a range of agencies and professionals working with young LGBTQ+ people. You will establish and maintain relationships to promote good mental health and resilience, ensuring quality of service to young people.

Within group settings, you will develop and manage recreational and social activities, and encourage young people's active participation in developing and running activities. You are able to offer information and support to young people regarding their relationships, sexuality and gender identity. You may deal with many issues at each session, including offering referrals to other organisations. You must be able to communicate with a broad range of clients, with diverse identities, and within outreach group settings you must be able to connect quickly and in a non-judgemental way with many different young people and their parents/carers.

You will be confident, knowledgeable of issues faced by LGBTQ+ young people and barriers they face, supportive of them and competent to deliver a high quality, responsive service.

This post will require some evening and weekend work, and flexible working hours to suit young people and their carers.

Main purpose of the job

1. Develop, manage and run a youth programme, with events and activities decided upon with the full participation of young people

2. Liaise with and make appropriate referrals to partner organisations such as; contraceptive and sexual health clinic services, mental health, drug and alcohol services, online services etc
3. Through outreach services, work closely with schools, colleges, universities, youth clubs, Looked After Children, Youth Offending Teams and probation services to ensure vulnerable young people's needs are identified and addressed.
4. Act as the primary liaison between Spectra and other services and professionals in Merton and Wandsworth to support the well-being of young people
5. Engage in community development activity to ensure young people's development and well-being needs are met locally.
6. Ensure partnerships with local stakeholders are effective and robust. Link with local networks and fora.
7. Provide tailored, educated, and informed 1:1 sexual health support to young people, using behaviour change tools such as Motivational Interviewing
8. Understand the importance of informed consent relating to testing and to ensure that it is applied at all times, and to adhere to the Fraser Guidelines when working with Under 16s
9. Undertake monitoring and evaluation of all activities and projects in order to produce a record of work undertaken including outputs, and where appropriate outcomes of such work.

Other Duties

- To adhere to Spectra policies and procedure at all times.
- To ensure sensitive and confidential recording of information in accordance with the Data Protection Act and Spectra's Information Governance Policies
- Attend monthly formal as well as informal supervision, as requested.
- Contribute positively to the work and culture of Spectra
- Engage in any other activities as relevant and requested by management.

Spectra standards

Equal Opportunities

Spectra has a strong commitment to achieving equality of opportunity and expects all employees to implement and promote its policy in their own work.

Health and Safety

Spectra is committed to a healthy and safe working environment and expects all its employees to implement and promote its policy in all aspects of their work.

Confidentiality and Data Protection

Spectra is committed to maintaining protection of data and privacy of staff and clients. It expects all staff to handle individuals' personal information in a sensitive and

professional manner. All staff are under an obligation not to gain accesses to information they are not authorised to have.

Systems

To use Spectra computers and other technology as directed to ensure their full and proper use and to undertake any necessary training.

Signature –job holder

Signed:.....

Dated:.....

The duties of this post will change over time and be reviewed and amended as necessary.

LGBTQ+ Youth Worker Person Specification

Qualifications & Experience	Application /Interview
Experience of working with LGBTQ+ Young People and children, ideally in youth settings and especially those most vulnerable to adverse health outcomes	Application Form & Interview
Experience of providing support, advice and service information to young people and their carers.	Application Form & Interview
Sound knowledge of the issues facing LGBTQ+ young people and children	Application Form & Interview
Experience of managing relationships with a broad range of service providers and professionals	Application Form & Interview
Experience of delivering recreational group, and one to one services	Application Form & Interview
Knowledge, Skills & Ability	
Ability to work with LGBTQ+ young people in a professional, bounded, non-judgemental manner	Application Form & Interview
Detailed knowledge of child protection and safeguarding processes	Application Form & Interview
Knowledge of the issues that affect the mental health, wellbeing and relationships of LGBTQ+ Young People	Application Form & Interview
Ability to clearly and openly communicate information, and to listen to young people and their carers	Application Form & Interview
Ability to implement Fraser Guidelines and Informed Consent rules	Application Form & Interview
Effective planning, Admin and IT skills including using Word, Access and Excel	Application Form
Ability and willingness to work as part of a team, as well as to act on own initiative	Application Form & Interview
Ability to record information consistently, using good information governance	Application Form & Interview
Ability and willingness to work flexibly, including at evenings and weekends at times that suit young people and their carers.	Application Form & Interview
Commitment and proactive approach to equalities.	Application Form & Interview