

Job description

Arts and Wellbeing Senior Key Worker

Full time – 37 hours a week

For over 50 years, Cyrenians (a Scottish Charitable Incorporated Organisation (SCIO), registered charity number SC011052) has tackled the causes and consequences of homelessness.

We understand there is no “one size fits all” approach to supporting people towards more positive and stable futures. That’s why all our work is values-led and relationships-based. We meet people where they are, and support them towards where they want to be.

Our Vision is an inclusive society in which we all have the opportunities to live valued and fulfilled lives. We work to make that vision a reality by our Mission to support people excluded from family, home, work or community on their life journey.

We aim to offer consistently excellent services across all locations and in all our activities. Our way of working is built on our four core values:

Compassion: We believe that everyone should have the chance to change, no matter how long that might take.

Respect: We believe in tolerance, acceptance, valuing diversity and treating each other as equals.

Integrity: We are committed to the highest quality of work, grounded in honesty, generosity, sincerity and professionalism.

Innovation: We are willing to take risks, challenge convention and be very creative in our search for new ways of working, in particular by taking account of the environmental impact of our decisions.

1 General

Cyrenians has an ambitious plan to develop its services which support people to gain the confidence, skills, qualifications and experience to lead a healthy working life. We deliver a range of services focused on young people who face barriers to employment, training and further education.

The Creative Natives Wellbeing project provides holistic, person-centred support, alongside a flexible menu of creative experience activities, which support young people who are, or have, struggled at school to progress onto further education, training, or employment with an emphasis on the connection between creativity, wellbeing and good mental health. It is a safe space for young people to come and express themselves and unleash their creativity.

It’s an exciting time for the project as the service is expanding to work specifically to support young people experiencing eating disorders through a

programme of arts/creativity-based activities and, where possible, their siblings and families.

Our keyworkers deliver comprehensive, nurturing and individualised support by building trusted relationships with each participant. Our way of working is assets-based, guided and led by each young person's interests and aspirations. We offer support on a 1 to 1 basis and in small groups.

In a safe and supported environment, young people will be able to develop and acquire new creative skills, build confidence and resilience through the medium of creativity in all its forms.

Cyrenians requires all staff to be flexible in their approach and willing to help meet the aims of the charity, and those who use our services, in whatever circumstances arise. We expect all staff to display care, respect and a non-judgmental approach, being prepared to work tenaciously and imaginatively towards successful outcomes.

2 Tasks and Responsibilities

Provide excellent one-to-one support to young people using the service

- Support young people to engage with the project by developing trusted relationships and supporting them to be creative.
- Create creative/wellbeing content for young people to experience and take ownership of on an individual or small group basis.
- Offer person-centred support to young people and family members who are experiencing issues affecting their wellbeing
- Promote the development of resilience in young people
- Liaise with other agencies as appropriate
- Weekend/evening work as required

Design and deliver creative activities which will promote personal development for young people.

- Help young people to be fully engaged through a non-judgemental and nurturing approach to the activities.
- Consult with staff, volunteers and young people on appropriate activities e.g. arts, culture and other personal development.
- Ensure activities provide appropriate opportunities for young people to learn and develop.

Line management

- Provide line management to keywork staff in line with Cyrenians HR policies and processes
- Work with the Service Manager and colleagues to ensure the rota is adequately covered at all times.

Measuring and Valuing

- Ensure all Cyrenians' monitoring and reporting systems are embedded into the service and maintained
- Participate in learning/training associated with monitoring and evaluation
- Ensure funder outcomes are met and reporting deadlines are met.

Planning

- Work closely with the Service Manager to implement the annual service planning cycle
- Promote continuous service improvement and best practice in working with visitors
- Develop and work within service policies and procedures
- Contribute to discussions about the development of wellbeing support within Cyrenians

Participate in all aspects of the management and monitoring of the service.

- Participate in service planning meetings and reviews.
- Maintain an individual work plan that is consistent with the overall service plan.
- Ensure the team follows all Health and Safety policies and procedures at all times
- Participate in Annual Review and regular supervision sessions.
- Undertake training which is appropriate to the project's needs.
- Undertake other tasks as required by the Service Manager.

3 Person Specification

| Knowledge and Experience | |
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| Experience of working directly with young people in participatory and inclusive ways | Essential |
| Proven ability to work with young people who have disengaged from school/youth settings | Essential |
| Experience, or understanding of, mental health issues in young people | Essential |
| Experience of providing supportive line management | Essential |
| Ability to establish good professional working relationships with a range of partners and stakeholders | Essential |
| Knowledge/experience of arts, creative industries and an understanding of the therapeutic value of creativity | Essential |
| Ability to maintain administrative systems and excellent digital skills | Essential |
| Qualification in Careers Guidance, Community Education, Community Arts or Youth Work or suitable level of experience in delivering Key Work | Desirable |
| Knowledge of services and projects for young people in Edinburgh and understanding of the Scottish education system | Desirable |
| An understanding of neurodiversity and the barriers it can present | Desirable |
| Experience of working with young people experiencing eating disorders | Desirable |

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| Lived experience of the issues faced by those who use our services | Desirable |
| Values and attributes | |
| Conscientious, practical, committed and hard working | Essential |
| Positive thinker and creative problem solver | Essential |
| Patient and respectful | Essential |
| Ability to relate to and communicate with young people who feel excluded and marginalised | Essential |
| Flexibility and team work | Essential |
| Ability to use own initiative and organise own workload | Essential |

4 Terms & Conditions

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| <u>Employer:</u> | Cyrenians |
| <u>Accountability:</u> | Cyrenians Board of Trustees (via the Chief Executive of Cyrenians) |
| <u>Line Manager:</u> | Service Manager |
| <u>Liaison with:</u> | Cyrenians Learning & Work Team, CAMHS, partner organisations |
| <u>Workplace:</u> | Edinburgh |
| <u>Working Hours:</u> | Full time (37 hours per week) |
| <u>Annual Leave</u> | 25 days plus 10 public holidays |
| <u>Salary:</u> | £26,068 - £28,639 per annum – scale points 25-28 |
| <u>Pension:</u> | Auto-enrolment into Qualifying Workplace Pension Scheme (QWPS) which is a Group Stakeholder Pension Scheme – current contributions being 5% employee and 3% employer. Option of enhanced Employer contributions to the same QWPS of 6% initially, rising to 9% after 2 years and 12% after 5 years (subject to employee contributions of 6%) |
| <u>Funding:</u> | Funding has been confirmed from April 2022 for three years |
| <u>Disclosure:</u> | PVG scheme membership required |

5 Application deadline and Interview dates

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| <u>Closing date:</u> | Closing date is 12 noon on 11 th July 2022 |
| <u>Interview date:</u> | Interviews will be held at Norton Park, Edinburgh, dates to be confirmed (we understand that this is a time when people may be on holiday and we can discuss a time that works when we contact you). |
| <u>Stage 2 date:</u> | to be confirmed |

Please refer to the Recruitment Information leaflet for further information on completing and submitting your application form.

Further information can be found at www.cyrenians.scot