



**JOIN OUR  
MISSION**

**FOR CHILDREN  
AT RISK ON  
THE STREETS**

**YOUTH PRACTITIONER**

**Railway Children – Recruitment pack**

**children** RAILWAY  
No child lost to the streets





# WE BELIEVE IN A WORLD WHERE NO CHILD EVER HAS TO LIVE ON THE STREETS

Around the world hundreds of thousands of children struggle to survive on the streets. In many countries, they have become an accepted issue in society, deprived of access to the most basic services and they experience extreme harm before and during their time on the streets.

Wherever they may be in the world, they face violence, abuse, neglect and exploitation.

Founded in 1996, Railway Children has dedicated over a quarter of a century to developing outstanding practice and services for street connected children and as we embark on our new strategy to 2027, we have ambitious plans to ensure no child is left behind, wherever we work.

## WHO WE ARE



### OUR VISION

We believe in a world where no child ever has to live on the streets.



### OUR MISSION

Create and enable sustainable change for children living alone and at risk on the street.



### OUR AIM FOR 2027

We will evidence and demonstrate, effective and sustainable safeguarding solutions for street connected children.



# WHAT WE STAND FOR

## We stand for children

- The children who don't have a voice.
- The invisible children.
- The children struggling to survive on the streets around the world every day.
- The generations of children suffering repeated cycles of abuse.

**WE STAND FOR CHILDREN,  
THEIR CHILDHOODS  
AND THEIR FUTURES!**

## These Five Values Guide Our Work



### **NEVER GIVE UP**

Face challenges head on.



### **HAVE COURAGE**

Push boundaries.  
Think big.



### **EARN TRUST**

Be honest. Always act  
with integrity.



### **SHOW COMPASSION**

Be kind and show  
respect to all.



### **NURTURE TALENT**

Encourage growth.  
Enable others.





# THE ROLE

## Youth Practitioner

<b>Department:</b>	Safeguarding on Transport UK Team
<b>Location:</b>	Glasgow – We are keen to receive applications from those living in the Glasgow City area
<b>Responsible to:</b>	Regional Manager- Scotland
<b>Responsible for:</b>	None
<b>Salary:</b>	Up to £32k

# JOB PURPOSE

As part of a dynamic team delivering Railway Children's programme in the UK, in partnership with British Transport Police (BTP). You will provide direct support to young people who have been identified by BTP officers and Industry partners who are at risk and vulnerable on the rail network in and around Glasgow. You will work directly with young people and their families to reduce risks. The role will require working closely with British Transport Police, stations staff and employees as well as local services in the area.

# KEY RESPONSIBILITIES

## Direct Support Work

- Support a number of young people and their families, delivering effective interventions on both a 1:1 and group basis to ensure young people and their families receive the required support to meet their individual needs.
- Support young people and their families to explore issues around risk; running away/going missing, county lines, exploitation, mental health etc and issue around personal safety, relationships, communication, self-esteem, and well-being.
- Determine appropriate support plans and pathways for all young people, including the provision of interventions and direct work.
- Record all intervention, contacts and multi-agency correspondence in accordance with prescribed Management Information Systems.
- Advocate on behalf of young people and their families, ensuring the safety and well-being of the young person and family always remains central.
- Make appropriate onward referrals, signposting young people to support services and positive activities where appropriate, identifying creative solutions to any barriers that may arise.
- Develop and maintain effective relationships with partners, funders, and other agencies to support the delivery of the project.
- Offer educational awareness raising within appropriate settings to manage and reduce the risks associated with young people who are vulnerable using transport.
- Work independently in the project area and within the lone working policies.
- Work creatively with colleagues to generate project resources and materials as required.
- Support the training and awareness element of the Safeguarding on Transport programme for BTP and transport providers.
- Work in line with a robust case management system ensuring outcomes are set and measured.
- **Work flexibly outside of office hours as agreed to provide the support needed. This role will involve working some unsocial hours including evenings/weekends.**

## Outreach Role

- Engage in patrols and joint working sessions to provide visible and vital support at key stations across the Greater Glasgow area
- Provide visible and proactive support to BTP officers and rail industry colleagues when young people have been identified/reported due to vulnerability and safeguarding concerns.
- Provide support and intervention with young people identified as being involved in county lines.
- Work with Travel Safe Officers to provide advice, guidance and support when encountering or supporting vulnerable young people working in identified 'hotspot' areas.
- Ensure the way you are conducting your work is not putting children at risk (or further risk).
- Promote the message of child safeguarding to colleagues in other organisations and government ministries, children and beneficiary families, and community members in general

## Organisational Relationships

- Responsible to the Regional Manager who will provide day to day support and supervision.
- Responsible for developing and maintaining close working relationships with key agencies and partners to deliver and improve Railway Children services
- To share best practice within Railway Children and with external organisations

# GENERAL DUTIES (ALL STAFF)

- Uphold and work within Railway Children's policies and procedures.
- Conduct yourself in accordance with the rules of the Child and Adult Safeguarding Policy and Code of Conduct in your personal and professional life – which includes reporting suspicions of child abuse or any other breach of these policies.
- Actively promote and embody Railway Children's core values across the organisation and partners.
- Travel to Railway Children's field operations as and when required.
- Undertake any other duties, as appropriate to the post, as delegated by the line manager.

# PERSON SPECIFICATION

## Experience

- Experience of working with and supporting vulnerable young people and families in both a 1-1 and group work capacity.
- Experience of working with trauma, safeguarding, and challenging caseloads involving those young people at high risk of harm and exploitation.
- Track record of developing relationships with a variety of organisations to support the needs of vulnerable young people and families and advocate on their behalf.
- Experience and understanding of case management including assessment, action planning and reviews.
- Experience and application of Health and Safety and risk management procedures

## Education/Qualifications

- Relevant qualification in an appropriate discipline e.g., youth work, social care etc

## Knowledge and Skills

- Practical understanding of equalities and diversity and experience of applying its principles in the workplace.
- In-depth knowledge and understanding of the issues surrounding running away and going missing.
- Ability to engage young people their parents or carers within the community and deliver direct work to them to address issues within the family unit.

- Ability to work creatively in detached and outreach environments.
- Able to handle sensitive and confidential issues with tact and diplomacy.
- Ability to be creative and find positive solutions to problems.
- Knowledge and understanding of the issues facing vulnerable young people at risk on the transport system.
- Experience and understanding of Child Protection including Safeguarding processes and procedures.
- An understanding and experience of implementing health and safety, data protection and best practice procedures as they relate to working with children, young people and vulnerable adults.
- Excellent written, verbal and presentation skills
- Good IT skills (Excel, Word etc.) and experience of using databases.

## Aptitude

- Ability to network and form positive relationships with a wide range of internal and external stakeholders.
- Solution-oriented and flexible with the ability to work proactively.
- Ability to form positive teamworking relationships.
- Demonstrable commitment to and the ability to uphold and promote Railway Children's core values.
- Understanding of the importance of an organisational Code of Conduct and Safeguarding policy.





# A GREAT PLACE TO WORK

## THE BENEFITS

As well as helping some of the world's most vulnerable children and young people, there are some great perks if you're lucky enough to work for Railway Children.

### Project Visits

Where possible we encourage our staff to visit our projects and experience the work we do. That could be here, India, or East Africa.

### Time Out

You will start with 25 days holiday per year to recharge the batteries, after three years this will increase by an extra day per year until you reach a very relaxing 30 days leave.

### Pension

We offer a pension contribution of 6% of annual salary.

### 'Railway Children Day'

We might not be able to fund a Christmas party but because our Trustees value what we do, they grant an additional day per year where the office is closed, usually around Christmas time.

### A culture we're proud of

Driven by our CEO, family values are at the heart of our culture and make Railway Children an incredible place to work. As well as a flexible working environment, it's one of the reasons why our staff retention is so impressive.





# OUR PEOPLE PROMISE

All that we can achieve as an organisation is only possible because we have dedicated, skilled and courageous people. Their tenacity, passion and compassion create a culture

that enables us to deliver incremental value beyond the resources we could ever have available to us. We know this, we witness it every day and therefore we strive to create an organisation that values them and their contribution.

As we set out to achieve life saving change for vulnerable children, we make our people a promise:



We will ensure diversity and inclusion, following transparent, fair and rigorous recruitment processes that attract and encourage applications from a diverse range of candidates.



We will support new people to fully settle into their new role and our organisation by providing a structured induction and integration programme.



We will work with our people to identify their career and development goals and facilitate opportunities for growth.



We will develop and implement a wide range of initiatives that ensure that our people are well-managed, supported, cared for and feel valued, listened to and included.



When people leave, we will listen and learn and seek leavers to be ambassadors for Railway Children.





# STILL INTERESTED?

## HOW TO APPLY...

To apply for this position, please complete the application form and return it to [jobs@railwaychildren.org.uk](mailto:jobs@railwaychildren.org.uk) Please include job title applied for in email subject. Please note that Railway Children will only accept applications made using this application form and will not accept CVs, academic certificates or covering letters.

**Closing date:** Monday 14th August

At Railway Children, we are committed to the safeguarding and protection of all those who come into contact with us in our work. We follow a range of procedures to ensure that only those who are suitable to work with children and vulnerable people are recruited to work for us. This post is subject to a range of background and reference checks including criminal records check.

Due to the number of applications often received, only those to be invited for interview will be informed of the outcome of their application.

Applicants who have not heard within two weeks of the closing date should assume they have been unsuccessful.

**THANK YOU.**

**RAILWAY**  
**children**  
Fighting for street children