



JOIN OUR MISSION
FOR CHILDREN AT RISK
ON THE STREETS

YOUTH PRACTITIONER (GLASGOW)

RAILWAY CHILDREN – RECRUITMENT PACK

children RAILWAY
No child lost to the streets



WE BELIEVE IN A WORLD WHERE NO CHILD IS LOST TO THE STREETS

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

Every year, British Transport Police identify around 10,000 children at risk on the UK rail network. It offers young people a means to escape whatever they are running from and a place of shelter that feels safe. However, public transport can also deliver them to danger...

With strong relationships across the UK rail industry, Railway Children applies contextual safeguarding principles to make sure someone is on hand to intervene early and protect children before they come to serious harm.

Our Youth Practitioners create turning points in these young people's lives that help them on a path to a better future.

Together we can make our transport system a safe place for everyone.

WHO WE ARE



OUR VISION

We believe in a world where no child is lost to 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 vulnerable 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 (GLASGOW)

Salary:	£30,000 – 32,000
Department:	UK Programme
Location:	Greater Glasgow Area
Responsible to:	Regional Manager Scotland
Responsible for:	N/A

JOB PURPOSE

Work as part of a dynamic team delivering our UK Programme, in partnership with British Transport Police (BTP) and the UK rail industry. Provide direct support to children aged 10-17 identified as vulnerable, and work with rail industry partners to reduce risks to young people on the rail network.

KEY RESPONSIBILITIES

Direct Support Work

- Conduct yourself in accordance with the rules of the Child and Adult Safeguarding Policy, which includes reporting suspicions of child abuse or any other breach of these policies.
- Hold a caseload of young people aged 10-17yrs and deliver face-face, tailored support on a 1:1 basis.
- Where necessary, provide practical and emotional support to the families of young people receiving support.
- Assess the risks and needs of young people you are supporting in order to plan interventions and provide structured support.
- Work with young people to explore issues such as personal safety, running away/going missing, county lines, exploitation, mental health, relationships, communication, self-esteem, and well-being.
- Make appropriate onward referrals, signpost young people to support services and positive activities, and identify creative solutions to challenges faced by the young person.
- Work with other professionals to advocate on behalf of young people and their families, ensuring their safety and well-being always remains central.
- Record all interventions and contacts in a timely manner according to Railway Children's management information systems.
- Follow Railway Children's robust case management system to ensure outcomes are set and measured.
- Support with the delivery of awareness-raising sessions to groups of young people.
- Travel independently across the Greater Glasgow area to provide face-to-face support, often covering multiple areas in one day.
- 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

- Work closely with British Transport Police and rail industry colleagues to ensure young people at risk are identified and receive support.
- Take part in patrols and awareness-raising stands in railway stations and other public spaces.
- Promote the message of child safeguarding to colleagues in other organisations and sectors, and to the general public.
- Help deliver training and information sessions about child safeguarding to external partners.

Organisational Relationships

- Responsible to the Regional Manager who will provide day to day support and supervision.
- Work with and support colleagues, both within a small local team and within a wider UK team
- Attend staff development days and face-face meetings in various UK locations as required.

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 providing planned, structured support to vulnerable young people and families in 1:1 settings.
- Experience of trauma-informed practice and child safeguarding.
- 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, risk management and data protection procedures.

Education/Qualifications

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

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, including remotely.
- Demonstrable commitment to and the ability to uphold and promote Railway Children's core values.
- Demonstrate a consistent ability to follow Railway Children's Code of Conduct and Safeguarding policy.

Knowledge and skills

- Ability to engage young people and families who are experiencing challenging circumstances.
- 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.
- Strong understanding of child protection and safeguarding processes.
- Excellent written, verbal and presentation skills.
- Good IT skills (Excel, Word etc.) and experience of using databases.



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 in the UK, in 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.

Birthday leave

One additional day of annual leave within the month of your birthday.

'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 Christmastime.

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 programmejobs@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: 10th April, 12 noon. Candidates will be assessed on application and may be contacted before the closing date.

Expected interview dates: First interviews: 17th April (online)
Second interviews: 24th April (in person)

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.