

Employer:	Fuse
Title:	Sessional Workers
Reports to:	Team leader
Hours:	Varying, including daytime, evening, weekends, school holidays and occasional residential periods as required.
Hourly Rate:	£8 - £13 per hour depending on age and experience.
Pension:	3% contributory pension.

We are a fast-paced and progressive organisation, that aims to support children, young people, and their families through the provision of positive activity.

Fuse makes a commitment to contribute to the Scottish Government's National Performance Framework and its contribution to the UN Sustainable Development Goals in supporting our community to adapt to life in 2021 and beyond. With poverty, digital exclusion, and rising unemployment prevalent in our community and as the nation recovers from the Coronavirus pandemic, Fuse have identified and embedded the following key themes into their business strategy and programming:

- Participation
- Mental Health & Wellbeing
- Life skills & Employability
- Attainment
- Digital Inclusion

Fuse supports and serves its community by; ***continually striving towards an inclusive facility; a progressive organisation that meets the needs of its community and being a knowledgeable and informed organisation.***

Purpose of Job

Working under the direction of the Youth Work Team Leader and Family Team, Sessional Workers are key to ensuring the successful delivery of Fuse programmes. The role will include contributing to the creation of a welcoming environment, supporting young people and key project staff in the development and delivery of specific youth work projects and programmes, such as Youth Mental Health & Wellbeing, Youth Issues, and Attainment, helping families and young people to develop personally, socially, and educationally. The role will provide face to face support to families and young people, responding to their needs, encouraging, and enabling achievement, self-expression, positivity, confidence, and the development of self-esteem based on equality and respect for each other.

Roles and Responsibilities:

Working as part of a team, roles and responsibilities will include:

1. Supporting in the planning and delivering of a creative and progressive programme of family and youth activity.
2. To help the team to create a warm and welcoming environment for all families and young people attending Fuse.
3. Develop and maintain positive and professional relationships with families and young people to provide effective support.
4. Involve participant to contribute in the development of the organisations programme of activities.
5. To actively promote equal opportunities, encourage participation, decision-making and responsibility amongst the participants.
6. Work in a collaborative approach across the team to support in the development and maintaining of the overall Fuse programmes.
7. Reporting to The Team Leader in all matters relating to the development of the programme delivery.

8. Work with young people in a variety of settings and outreach locations.
9. To ensure the health and safety of young people who attend the sessions at Fuse, ensuring risk assessments are followed and general health and safety policies/guidance is adhered to.
10. Gathering and safeguarding important information relating to Fuse participants in line with GDPR requirements and health and safety requirements (participation forms, emergency contact details, medical info etc).
11. To uphold confidentiality at all times and in accordance with GDPR guidelines.
12. To ensure that all nightly paperwork is completed on time, contributing to daily session planning/evaluation, briefing and debriefing sessions, as well as assisting in its recording to Upshot®.
13. Carrying out such other duties as directed and as appropriate to the post to ensure the smooth operation of the sessions/programmes.

Person Specification:

Requirements	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> ● Good standard of general education or equivalent 	<ul style="list-style-type: none"> ● Community/Youth work qualification or equivalent in a related field
Knowledge and Experience	<ul style="list-style-type: none"> ● Experience of supporting children and young people in an informal environment ● Can demonstrate a knowledge of the basic principles of Community/Youthwork, and an understanding of the needs of young people in challenging circumstances. ● Understanding how to establish boundaries, challenging behaviour and de-escalate conflict ● The importance of safeguarding in providing a safe environment for young people 	<ul style="list-style-type: none"> ● Has a working knowledge and experience of the Principles of Youth Work ● Knowledge and understanding of social issues in the area.
Skills	<ul style="list-style-type: none"> ● Good communication skills, both written and verbal ● Ability to listen to and engage with the participants in a positive, supportive, and challenging way. ● Experience of designing/facilitating/over-seeing community/youth activities ● Understanding of the roles, responsibilities, and core values of being a /Community/Youth Worker. ● Creative approach to activities to promote engagement 	<ul style="list-style-type: none"> ● Experience of monitoring and evaluation processes – contributing and supporting the planning, delivery, and evaluation of activities and programme. ● An interest and appreciation of creative arts in Community/youth work ● Experience in creative arts.

	<ul style="list-style-type: none"> ● Ability to work as part of a team to an agreed action plan. ● Ability to handle sensitive issues with tact & diplomacy. ● Experience in safeguarding children and young people. ● Ability to develop and hold professional and positive boundaries with young people. 	
<p style="text-align: center;">Personal Attributes</p>	<ul style="list-style-type: none"> ● Self-motivated with a 'Can do' attitude ● An ability to remain calm and maintain a positive outlook whilst working under pressure. ● To be able to work as part of a wider team. ● Flexible and adaptable to the needs of the young people ● Creative & Innovative ● Commitment to continued learning and development. ● Promotes equal opportunities ● To be able to work outdoors when required. ● To be available to work flexible hours. ● An interest in issues concerning the welfare and rights of young people. 	