



JOB DESCRIPTION

Job Title:	Group Facilitator – CashBack Connections
Hours:	Part-time, 5-10 hours weekly (up to 5 positions available – daytime and evening)
Salary:	£13.45 per hour (Real Living Wage)
Reports to:	CashBack Project Coordinator
Location:	Community venues across North and South Lanarkshire

Introduction

The vision of Community Volunteers Enabling You (COVEY) is for children, young people and families to live happy and fulfilled lives. Our mission is to support children, young people and families to become more resilient, safe and better equipped to reach their full potential. We do this through providing 1-1 and group-based befriending, mentoring and family support across Lanarkshire.

Every day, we receive referral enquiries from a range of community-based partners (social work, education and third sector partners) who see the struggles of children and young people facing social isolation, trauma, mental health challenges, and family crises. These children and young people, aged 8 and above, often endure significant hardships, including poverty, family breakdown, care-experience, additional support needs and caring responsibilities. These young lives often bear burdens no child should have to carry.

No matter the challenges they face, COVEY is committed to working with each participant to build resilience and empower them to reach their full potential. With increased resilience, our young people and parent/carers transition to brighter futures, engaging in education, training, volunteering, or employment opportunities.

Values:

- Commitment - Having a positive attitude, reliable and consistent
- Collaboration - Working together with participants, statutory and third sector partners to deliver joined-up support that helps families thrive
- Respect - Accepting and acknowledging differing viewpoints, being non-judgemental
- Innovation - Forward thinking, actively embracing change, solution focussed
- Passion - Having a strong belief in our mission, inspiring others positively

Outcomes:

We support children, young people and families to work towards:

- Improving health and wellbeing
- Increasing confidence
- Strengthening connections and reducing isolation
- Improving attainment and positive destinations
- Improving financial capability and wellbeing

Role

Working within our CashBack Connections project, the Group Facilitator will be responsible for co-designing and delivering groups to children and young people aged 10 - 16 who are at risk of involvement in antisocial behaviour and/ or offending.

Through relationship based and trauma informed approaches the Group Facilitator will work collaboratively with the young people, staff, volunteers, families, and partner agencies to ensure improved outcomes in health and wellbeing, social connections, confidence and increased engagement.

Activities will be driven by the voices of the young people with a focus on both social and practical life skills, including:

- Creative workshops: arts, crafts, music, and drama that allow participants to express themselves creatively and build confidence.
- Life skills workshops: age-appropriate activities that foster self-sufficiency and resilience.
- Physical activities: to promote wellbeing and improve physical health.
- Community outings: activities chosen to enhance social skills and provide experiences that may otherwise be inaccessible.

The befriending groups offer high-quality experiences and opportunities for children and young people providing consistent support that builds trust, strengthens resilience and promotes positive engagement. They participate in activities that help explore new and personal interests, develop new skills and in an environment to make friendships with young people from different localities. The children and young people are offered snacks/refreshments and are provided transport to and from sessions to reduce any barriers. Some sessions are COVEY-led, others are facilitated by external providers, whilst others involve trips or visits to alternative venues.

Working closely with Service Managers, Project Coordinators and Volunteers, the Group Facilitator will arrange for the young people to take part in fun weekly activities and will implement delivery to ensure safe, effective and impactful support for participants. This includes supporting volunteers and maintaining strong safeguarding practice.

As this is a new project, this is a great opportunity to bring your own ideas and work with the CashBack team to shape how CashBack Connections develops, in turn directly influencing impact and we hope providing alternate positive pathways chosen by the young people.

Key Responsibilities

Service Delivery and Facilitation

- Deliver group-based activities as part of the CashBack Connections programme, ensuring sessions are safe, inclusive, engaging and responsive to participants' needs.
- Build positive, trusting relationships with young people, promoting engagement, participation and progression.
- Support young people to explore alternative and individual pathways to divert from offending, reoffending or antisocial behaviour.
- Arrange transport, venues, refreshments, and other resources for group activities, events, and sessions.

Engagement and Participation

- Encourage active participation from young people, supporting them to build confidence, skills and positive peer relationships.
- Support young people to take increasing ownership of activities, including opportunities to develop leadership or peer mentoring skills.
- Assist with engagement events, trips and wider participation opportunities in collaboration with the Coordinator and COVEY colleagues.

Working with Volunteers and Partners

- Work alongside volunteer befrienders/mentors and students during group and 1:1 delivery, offering guidance and support in line with agreed plans.
- Positively represent COVEY when working with community, statutory and voluntary sector partners.
- Contribute to partnership activities that support engagement, skills development and community connection for young people.

Safeguarding and Risk Management

- Actively implement safeguarding, child protection and risk management procedures in line with COVEY policies and guidance.
- Identify and respond appropriately to safeguarding concerns, escalating issues promptly to the Project Coordinator.
- Contribute to risk assessments and support the safe running of activities, sessions and events.

Monitoring, Reporting and Administration

- Maintain accurate session records, attendance and engagement information as required.
- Provide feedback to the Project Coordinator on participant progress, engagement and emerging needs.

Training, Supervision and Development

- Participate in regular supervision with the Project Coordinator.
- Engage in mandatory training and continuous personal development relevant to the role.
- Attend and contribute to team meetings, service discussions and other organisational meetings as required.

Organisational Contribution

- Work in line with COVEY's values, policies and procedures at all times.

- Contribute positively to the wider work of COVEY as required.
- Undertake any other duties reasonably required in line with the role.

Person Specification

Education and Qualifications

- HNC/SVQ3, or working towards a qualification in Youth Work, Health and Social Care, Community Development or related field.
- Relevant experience and skills may be accepted in place of formal qualifications.

Skills and Experience

- Experience of working directly with young people, particularly those experiencing disadvantage, inequality or social justice issues, personal experience relevant to role also accepted.
- Experience of delivering or supporting group-based activities and/or 1:1 interventions
- Ability to develop, organise, and facilitate group activities for diverse participants
- Understanding of safeguarding and child protection responsibilities within a youth or community setting
- Ability to engage young people positively and build trusting relationships
- Experience supporting volunteers and students in operational settings.
- Strong communication skills, with the ability to work collaboratively with colleagues, volunteers and partners
- Ability to organise and prioritise workload while maintaining a high standard of record-keeping and data security in line with GDPR requirements.
- Strong verbal and written communication skills, with proficient administrative and database management skills (Salesforce).
- Understanding of the challenges experienced by children and young people at risk of offending or antisocial behaviour.

Other Requirements

- Availability for evening work.
- Enhanced PVG required.
- **Full Driving Licence with access to a car for business purposes is required as the role involves collecting and dropping off participants for group each week.**