

Job description: Youth (and Community) Engagement Advocate

Status	Permanent
Base	North Kensington Centre <i>Post holder may/be required to work across college sites and at other locations</i>
Salary	Circa £ 36,206 <i>It is our policy to normally appoint at the bottom of the salary scale</i>
Hours of work (per week)	36 hours per week
Reports to	<i>TBC: VP Student Engagement role oversight initially</i>
Manager to	<i>None at the point of appointment.</i>

ROLE PURPOSE

This role focuses upon students who are demonstrating challenging behaviours both inside and outside the college environment that are not as a result of identified SEND.

To increase the educational achievement and therefore life-chances of those young students through positive support and intervention programmes.

MAIN ACCOUNTABILITIES

- Act as a designated safeguarding officer leading on challenging behaviours and taking direction from VP/HOS and internal issues arising, and from DSL following information from external agencies including the police.
- Create, develop and implement tailored group and individual intervention support programmes for students having identified core themes and needs of young people through interactions with young people under the direction of the Heads of Schools and/or Vice Principal for Student Engagement.
- In all undertakings, ensure opportunities for the involvement of young people in decision making and the design of challenging developmental activities.
- Manage a caseload of students who are deemed at risk of non or poor achievement due to behaviours and circumstance.
- Actively manage and coach this caseload to improve performance, achievement and progression.
- To communicate ongoing improvement plan with internal stakeholders and identifying and communicating any associated tutor led activity for consistency.
- Communicate good practice learnings and lead on the positive development of the student experience to avoid and pre-empt challenging behaviours.
- Contribute to writing of individual aims for students and their improvement using college systems and through attendance at team/centre meetings.
- Have responsibility for maintaining all records for specific students.
- Provide excellent standards of emotional care through coaching support.
- Identify, source and allocate or signpost external support and intervention, working with external stakeholders to maximise student achievement.
- Attend centre based weekly meetings, to further identify students demonstrating intervention need.
- Develop relationships cross organisation as the Youth & Community Engagement Advocate, with young people, colleagues across the college and local partners to effectively communicate the needs of young people. Through these relationships identify agencies that will be able to provide additional support or guidance to young people.
- Regularly make contact and interact with young people through face to face or college authorised communication channels.
- In collaboration with the Safeguarding and Wellbeing Manager, undertake external referrals where appropriate and act as an advocate for young people.
- Review interventions to identify further needs and different approaches that will maximise attendance, achievement and improvement.
- Develop and present thematic evaluative termly reports on

interventions to the Education Programmes for Young People Sub Committee.

- Highlight and identify new streams of funding and/or sponsorship that will extend the work of the Youth Engagement role to increase the retention and progression of our students and sustainability of the youth engagement work.
- Work with local partners, including but not limited to, schools, parents, social services and local facilitators.
- Safeguard and act in the best interest of young people ensuring that safeguarding alerts are made through our internal systems.
- Always maintain professional boundaries with young people, parents, carers and our professional partners.

GENERAL COLLEGE RESPONSIBILITIES

General College Responsibilities

All College employees, irrespective of their role and level of seniority in the College are expected to be familiar with and adhere to these responsibilities:

- We put respect and kindness first, valuing our differences, richness of experience and the contribution we all make. We take time to get to know each other and are inclusive
- We understand and promote with staff and students the importance of safeguarding the welfare of children and vulnerable adults that they are responsible for or come into contact with
- We ensure we comply with the requirements of health and safety regulations to ensure our own wellbeing and that of our colleagues
- We promote and comply with all Morley College London policies and procedures, ensuring that our service delivery and treatment of others is fair and inclusive
- We ensure confidentiality at all times, only releasing confidential information obtained during the course of our employment to those acting in an official capacity and in accordance with the provisions of data protection legislation
- We promote equality, diversity and inclusion principles at all times, ensuring that the College's anti-racism and EDI statements are seen in our every-day activities and behaviours
- We are consistently professional in our behaviours, ensuring that integrity is at the heart of delivering our role and demonstrably following the Morley values, putting students at the heart of all we do
- We work to maintain and build the Morley culture of learning, collaboration, creativity and growth
- We adopt a positive, "can do" and solution focused approach , supporting our students and customers and maintaining Morley's reputation for excellence in learning, inclusivity and
- We are personally committed to Continuous Professional Development, working towards annual individual learning goals and

keeping up to date on developments within our professional field

Safeguarding children and vulnerable adults:

The post holder will be expected to promote with staff and students the importance of safeguarding the welfare of children and vulnerable adults they are responsible for and come into contact with

This job description is not exhaustive and as such the post holder is expected to be flexible. Any changes of significance will only be made following a discussion with the post holder

WORKING WITH

The post holder will work closely with the Vice Principal (Student Engagement), Student Services, Heads of School and identified young people, students 16-18 at enrolment.

DBS STATUS

This post is exempt from the Rehabilitation of Offenders Act 1974 and is regulated activity. The post holder will be required to obtain an Enhanced DBS Disclosure, including an ISA barred list check.

PERSON SPECIFICATION

Job Title:	Youth Community Engagement Advocate
Essential Criteria:	
<ul style="list-style-type: none">• Demonstrable experience and understanding of youth engagement and support.• Evidence of supporting positive outcomes for young people.• GCSE English and Maths or equivalent A–C/4/5+• Emotional intelligence and empathy.• The skills, persistence and positive determination to build confidence and self-esteem in all students.• Influence and negotiation skills.• Accurate and detailed record keeping.• Ability to produce clear evidence based and evaluative reports.• Effective presentation skills.• Proactive approach.• Ability to engage colleagues, including senior colleagues as an advocate for younger students.• Conscientious in securing positive outcomes for young people.• Clear understanding and track record of implementing successful approaches and intervention strategies that support positive behavioural change.• Have a commitment to and be able to demonstrate knowledge of health &	

safety and equality and diversity as appropriate to the post.

- A clear understanding of Safeguarding and Prevent and the ability to create and sustain a learning environment in which the safety and welfare of children and vulnerable adults is paramount.

Desirable Criteria

- Degree level (including equivalents) in related practice to the job role. Youth Work. Education. Psychology. Sociology.
- Relevant experience within an education or education support environment.
- Experience withing Youth based charity sector.