



Dear Applicant,

Re: Senior Youth Engagement Worker – Peer Power Youth

Thank you for your interest in working with Peer Power. This application pack contains information about who we are looking for, how to apply, the job description, and the person specification.

I founded Peer Power as a response to what children and young people across England and Wales said needed to change to improve support services like youth justice, mental health and social care, and because of my own lived experience of adversity and trauma.

Our empathy-based and relational charity creates system change and individual change with and for young people. Young people at Peer Power with lived expertise make real changes in support services for their peers, increase their positive peer networks and improve their wellbeing. You can learn more about our work and our vision, mission and values by exploring our website www.peerpower.org.uk.

We are a small, warm and open team, and the successful applicant can expect to work in a positive, emotionally responsive and flexible environment. It is a real opportunity for someone to have a substantial influence on a small, creative, and fast-growing local charity with a national reach.

We are all really looking forward to welcoming you into our team

With my best wishes,

A handwritten signature in black ink, appearing to read "Anne-Marie Douglas".

Anne-Marie Douglas
Founder & CEO



Role Description

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|  | <h2>Role Description</h2> |
| Role | Senior Youth Engagement Worker (Freelance/Associate) |
| Office Base | Vauxhall, London The organisation is currently working remotely, but we are starting to introduce face-to-face sessions and some meetings outside. There may be ongoing opportunities to work from home subject to prior agreement, and home working may be necessary sometimes. |
| Salary | Day rate to be agreed/between £28k-£38k pro rata (dependent upon experience) |
| Hours | Two days per week (flexible and open to discussion), possibility to rise to 3 or 4 days a week |
| Reporting to: | Youth Engagement & Coproduction Manager |
| Charity Mission: | <p>Peer Power is an empathy-led charity that helps to heal trauma and adversity through caring relationships, and transforms youth service systems by supporting the young people we partner with to influence and inspire action.</p> <p>Our vision is a world where empathy-led services and systems support <i>all</i> children, teenagers and young adults to achieve their dreams and lead their best lives.</p> <p>Our mission is to be a caring support network for young people, helping to change their lives through trusted, healthy relationships so they can change and inspire the lives of others and increase empathy in the services designed to help them.</p> |
| Role Description: | <p>We are looking to recruit an experienced and passionate Freelance Senior Youth Engagement Worker with an established track record to support our Young Partners and Youth Engagement Team with project design and delivery.</p> <p>This is an exciting new opportunity at Peer Power to engage and support the emotional wellbeing, skills and social action activities of young people</p> |

across London and further afield in youth secure settings.

Working with the Peer Engagement Worker, Peer Leaders and Youth Engagement and Coproduction Manager, you will:

- support the planning and delivery of engagement across Peer Power's work and ensure that these are delivered in collaboration WITH young people and with our values of empathy and connection at their core
- bring your own ideas and approach to the role, creating an engaging programme of work that supports our cohort of Peer Power Experts, Peer Leaders and Young Campaigners to engage their peers to achieve social change in areas young people are passionate about
- co-design, deliver and evaluate a range of sessions for young people and professionals
- be a part of young people's journey from 'Peer to Professional', supporting them to become future leaders and supporting them to network
- have responsibility for creatively recruiting and engaging young people aged 10-25 who seldom have their voice heard, and acted upon. There will be a particular focus on those with experience of the youth justice system
- work in secure settings (Young Offender Institutes, Secure Training Centres and Secure Children's Homes) to provide pastoral support to young partners
- contribute to our healing peer community, and witness how support services improve and change because of the engagement of young people
- build positive and meaningful partnerships with community organisations, statutory services, core team and young partners at Peer Power
- promote and demonstrate the values of the charity by being positive, open and honest and showing empathy, love, respect and fairness.

We offer supportive, wellbeing focused, flexible working and our associates and contractors are very much part of our team at Peer Power. We take a therapeutic approach and as a member of the Engagement Team you will be part of group clinical supervisions.

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| Essential Experience: | <ul style="list-style-type: none"> ● A recognised youth work qualification level 2 or 3. ● At least three years' experience delivering youth work. ● Minimum of two years' experience supervising and training staff and volunteers. ● Strong organisational and project management skills. ● Creative approach to youth engagement such as using arts or sports. ● Digital engagement, remote use of a range of online engagement methods. ● Design and delivery of training for young people. ● Experience of delivering advice/information/guidance sessions in areas of employability, benefit systems and general advocacy for and with young people. ● Enthusiastic, passionate and motivated support of young people to speak about their experiences safely and powerfully, to influence and improve support services. ● Planning, risk assessing and evaluating of youth engagement sessions, including written record keeping. ● Safeguarding. |
| Desirable Experience: | <ul style="list-style-type: none"> ● Lived experience of justice (YOT/YOS/Probation), social services and/or emotional/mental health services. ● Experience of, and a passion for participation and co-production in youth engagement. ● Experience of leading, or supporting others with campaigning and influencing. ● Experience of working with health, justice and social care agencies. ● Experience co-designing and delivering youth engagement sessions in secure youth settings (justice and/or welfare). ● Experience of designing accredited youth work sessions (e.g. AQA). ● Well networked across London youth services organisations. ● Understanding of personal self-help, wellness, self-care or recovery, and ability to share with others. ● Ability to use social media, and design publicity to promote activities/events for young people. |

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| The person | <ul style="list-style-type: none"> ● Commitment to, and passion to live the values of Peer Power. ● Commitment to anti-racist and anti-oppressive practice. ● Positive, solution-focussed, and relational approach. ● Excellent organisational and time management skills with the ability to plan and prioritise. ● Belief in power sharing and collaboration. ● Able to work on own initiative. ● Adhering to high standards of confidentiality. ● Can show empathy and understanding with the needs of different young people and the issues they face. ● Relational approach and ability to inspire young people and support them to move toward self-organising. ● Enthusiasm, respect for, and a positive view of young people that supports their emotional wellbeing. ● Good listening and verbal communication skills. ● Willingness to abide by safeguarding, health & safety and other policies. |
| General | <ul style="list-style-type: none"> ● Professionally and positively represent the organisation at all times. ● Commitment to coproduction and collaborative working. ● Work both alone and with colleagues in line with Peer Power's values, policies and procedures. ● Willing to work outside London sometimes (with advance notice) and online / remotely as required. ● Take reasonable care of your own health and safety and that of others who might be affected by your work, as required by law and described in the relevant procedures and policies. ● Work some unsocial hours, including evenings and weekends. ● Undertake any other duties and reasonable requests in keeping with the nature of this role. |

How to Apply: Please send a CV and an informal letter to info@peerpower.org.uk telling us about yourself, how you meet the essential and desirable criteria in the role description, and just as important, how you connect with, and live our values.

At Peer Power, we believe that there are many ways of meeting the requirements for the position. Candidates may have acquired relevant knowledge or skills through life experience as well as through work, if you believe this is the case, please try to demonstrate this in your CV or letter.

If you would like an informal conversation about the role, please contact Sarah Wilkinson, Youth Engagement and Co-production Manager sarahwilkinson@peerpower.org.uk

Important: Please indicate in your application the date at which you are available to start work, (subject to references and employment checks)

Closing Date: Rolling recruitment, first deadline is Monday 7th September 12noon. Thereafter we will review applications fortnightly if the role is still advertised.

Equal Opportunities: We are committed to equal opportunities and welcome applications from all sections of the community, including those with criminal records, and regardless of any protected characteristics. We especially welcome applications from people who have overcome significant adversity in their lives and are now able to inspire others positively through their journey and progress.

Peer Power, in compliance with the Disability Discrimination Act 1995, will seek to make reasonable adjustments to the physical office environment to overcome barriers to employment caused by disability, and encourages applications from these candidates. If you need any reasonable adjustments please contact: Lucy Hill, Office Manager at lucyhill@peerpower.org.uk.

Recruiting Applicants with Criminal Records: We recognise the contribution that people with criminal records can make as employees and volunteers, and welcome applications from them. A person's criminal record will not, in itself, bar that individual from being appointed to a post at Peer Power.

All cases will be examined on an individual basis and will take the following into consideration:

- whether the conviction is relevant to the position applied for
- the seriousness of any offence revealed
- the age of the applicant at the time of the offence(s)
- the length of time since the offence(s) occurred
- whether the applicant has a pattern of offending behaviour
- the circumstances surrounding the offence(s) and the explanation(s) offered by the person concerned, and
- whether the applicant's circumstances have changed since the offending behaviour.

Further advice and guidance on disclosing a criminal record can be obtained from [Unlock](#).

Our work involves regulated activity with children, young people and vulnerable adults. It is exempt from the Rehabilitation of Offenders Act 1974 and all subsequent amendments (England and Wales). We will ask you to confidentially declare at shortlisting stage, the following:

- I am not barred or disqualified from working with vulnerable groups, children or young people.

- I am not subject to any sanctions or conditions on my employment imposed by the Independent Safeguarding Authority, Secretary of State or other regulatory body.

Safeguarding: We recognise our responsibility to safeguard the welfare of all children and young people, and commit to recruitment practices which protect them. We require all employees, associates/contractors and volunteers to undertake an enhanced DBS disclosure, employment checks, work assessment and reference checks.

If you are offered a role at Peer Power, as an associate/contractor you will need to give us an up-to-date copy of your Enhanced DBS check. If you do not have one, Peer Power can process your DBS application for you, and this can be deducted from your first invoice.