



Dear Applicant,

Re: Senior Youth Engagement Coordinator – 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 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 achieving system change nationally.

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

With my best wishes,

Anne-Marie Douglas
Founder and CEO

Senior Youth Engagement Coordinator


We are looking to recruit an experienced and passionate Senior Youth Engagement Coordinator with an established track record to support our youth engagement activities and lead on an exciting new project with the NHS to support embedding youth voice in their violence reduction work in London.

This is a brand new role at Peer Power to engage and support the emotional wellbeing, skills and social action activities of young people across London, and further afield in communities and in youth secure settings. It is a varied role that involves working alongside our Young Partners in their work as Peer Power Experts, Peer Leaders, Peer Trainers and Young Campaigners; supporting their well-being and

facilitating their influencing of services across health and justice.

We're looking for someone who is brilliant at engaging children, teenagers and young adults through strong, caring and positive relationships. Someone creative and motivated, who will bring their own ideas and passion to the role. To get an idea about some of the things that are important to our Young Partners, you can read their [Letter to Decision Makers](#). The role will include working in partnership with Young Partners, the core team and our external stakeholders. As well as being the lead for the new NHS violence reduction work, another project you'll be involved with is funded by the ['Opportunity Fund'](#) who have funded 5 Young Campaigners to lead campaigns on issues that are important to them. These include campaigns for better mental health support for young people in schools and a campaign to equalise the arts sector for Black and Brown Artists and young people with Adverse Lived Experiences.

More details about the job role and kind of person we are looking for can be found on the next pages.

|  | Role Description |
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| Role | Senior Youth Engagement Coordinator |
| Location | Vauxhall, London. The organisation is currently working remotely. We will look to bring back face-to-face work in line with government guidance. There will be ongoing opportunities to work from home subject to prior agreement, and home working may be necessary sometimes. |
| Salary | Between £28k - £38k pro rata (dependent upon experience) This role is a fixed term role, funded for two years, with continuation subject to funding |
| Hours | 28 hours per week (4 days) |
| Leave | 25 days and 8 Bank Holidays (pro-rata) - Plus 2 personal/self-care days, and additional 3 days between Christmas and New Year (discretionary and subject to charity needs) |
| Reporting to: | Youth Engagement and Coproduction Manager |

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| <p>Charity Mission:</p> | <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> |
| <p>Role Description:</p> | <p>Working with the Peer Engagement Worker, Peer Leaders and Youth Engagement and Coproduction Manager, you will:</p> <ul style="list-style-type: none"> ● promote and demonstrate the values of the charity by being positive, open and honest and showing empathy, love, respect and fairness <p>Youth Engagement</p> <ul style="list-style-type: none"> ● co-design, deliver and evaluate a range of sessions and training for young people and professionals (online and face to face); ensuring that these are delivered in collaboration WITH young people and with our values of empathy and connection at their core ● support with creative engagement of young people in systems change as part of our work in the community and in secure settings (eg, Young Offender Institutes and Secure Children’s Homes) ● create an engaging programme of work that holistically supports our cohort of Peer Power Experts, Peer Leaders and Young Campaigners to live their best lives and engage their peers to achieve social change in areas young people are passionate about ● contribute to our healing peer community, developing trusting relationships with the team and young partners <p>Expanding Networks</p> <ul style="list-style-type: none"> ● have responsibility for 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 ● be a part of young people’s journey from ‘Peer to Professional’, supporting them in their development as leaders; building partnerships with community organisations, statutory services and others to open up opportunities for our Young Partners and expand our reach <p>Project Management</p> <ul style="list-style-type: none"> ● lead an exciting new project to support young people to shape the NHS’s |

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| | <p>violence reduction work in London. This will involve setting up the project, designing processes, liaising with stakeholders, coordinating the establishment of a youth network, evaluating the project, and working with the Engagement Worker to support young people</p> |
| <p>Essential Experience:</p> | <ul style="list-style-type: none"> ● At least five years’ experience designing and delivering creative engagement sessions with children and young people (eg. on employability, wellbeing, general advocacy, advice and guidance) ● A recognised youth work qualification level 2 or 3, or other relevant childrens’ / youth professional qualification. ● Minimum of two years’ experience supervising and training staff and volunteers. ● Attention to detail and organised with relevant project management experience; good at juggling competing tasks and confidence working with stakeholders at all levels. ● Digital engagement, remote use of a range of online engagement methods. ● Planning, risk assessing and evaluating of youth engagement sessions, including written record keeping. ● Knowledge and working experience of safeguarding. |
| <p>Desirable Experience:</p> | <ul style="list-style-type: none"> ● Lived experience of justice (YOT/YOS/Probation), social services and/or emotional/mental health services. ● Well networked across London youth services organisations. ● Experience of, and a passion for participation and co-production in youth engagement. ● Experience of leading, or supporting others with campaigning and influencing and use of social media to promote activities/events for young people. ● Experience of designing accredited youth work sessions (e.g. AQA) |
| <p>Personal Qualities</p> | <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. ● Belief in power sharing and collaboration. ● Able to work on own initiative. ● Adhering to high standards of confidentiality. ● Culturally competent and can show empathy and understanding with the needs of different young people and the issues they face. ● Positive, solution-focussed, 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. |

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| General | <ul style="list-style-type: none"> ● Professionally and positively represent the organisation at all times. ● Work both alone and with colleagues in line with Peer Power’s values; abiding by safeguarding, health and safety and other policies. ● Willing to work some unsocial hours, including evenings and weekends. Sometimes travel outside London (with advance notice) and online / remotely as required. ● Work Undertake any other duties and reasonable requests in keeping with the nature of this role. |
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Our offer: We offer supportive, wellbeing focused, flexible working. We take a therapeutic approach and as a member of the Engagement Team you will be part of group and individual clinical supervision. Other benefits include:

- Opportunities for career progression including sabbatical leave and individual training budgets
- Generous and flexible maternity, paternity and shared leave arrangements
- Employee Assistance Programme

How to Apply: Please send a CV and letter (2 sides of A4 maximum) outlining why you would like to apply for the role at Peer Power, demonstrating how you meet each of the essential criteria and personal qualities on the role description – this will be used for shortlisting. If you meet any of the desirable criteria, please also indicate this too.

Please send to info@peerpower.org.uk and mark the email ‘for the attention of Sarah Wilkinson.’

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

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

Closing Date: The deadline for applications is midday Monday 19 October 2020.

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 you will need to give us an up-to-date copy of your Enhanced DBS check, or give us permission to access your DBS on the registration system. If you are not registered with the DBS service, we will need to process an enhanced DBS check application.