

JOB DESCRIPTION

JOB TITLE:	Community Resilience Young People Mentor
SALARY:	£25,081 - £26,008
TERM:	Fixed-Term (2 years)
LOCATION:	SASP Office
HOURS OF WORK:	37
RESPONSIBLE TO:	Community Resilience Operations Manager

Main Purpose of the Job

Our Community Resilience Team support 8-25 year olds through sport and physical activities who have had adverse childhood experiences through difficult family or school experiences, may be at risk of or involved with school exclusion, school refusal, anti-social or criminal behaviour or need support to improve the way they manage their mental health conditions.

Our work supports children, young people and young adults to foster a more positive view of themselves, raise aspirations and provide safe, fun and purposeful environments for them to enjoy, make new friends, feel more independent and engage positively with their communities.

You will be supporting people who have an interest in sport and being active to help them raise self-esteem and aspirations to make positive choices through joining specific sports clubs or other physically active community groups. Some of these young adults may need support to develop their employability skills and through our leadership programme you will be able to help with this.

Key to the success of the project is employing mentors who have the ability to engage with young people, some who might be inactive and disengaged, many who do not access any regular clubs or activities. The mentor's role is to support them to grow their confidence and self-esteem as well as develop appropriate friendships through sports activities and through the mentoring, understand their worth and grow their aspiration. We need people who understand the impact of adverse childhood experiences and are keen to develop their own skills and knowledge but also have a positive attitude to the potential of young people to grow and change into amazing adults through difficult times in their lives.

You may be a peer mentor to some of the older young adults we work with and draw upon your own life experience in offering support. You will support these young adults to grow their confidence and self-esteem as well as develop positive social networks through community groups and through the mentoring, understand their worth and grow their aspiration.

Summary of Responsibilities and Key Duties of the Job

- To work with the Community Resilience Team and our close partners in the development and delivery of our services, including weekly 1:1 mentoring plus targeted group activity delivery – encouraging young people to get involved in the activities; supporting positive behaviour change; acting as role models and peer mentors and forming positive and healthy relationships with individuals and groups.
- To support young people throughout the programme – to get involved, attend regularly, develop their skills and levels of confidence
- To develop and deliver weekly targeted sports activities for young people in conjunction with the Project Lead.
- Be an active listener and offer support and encouragement when appropriate.
- Support, guide, empower and motivate young people to support their own mental health through positive choices.
- Provide healthy, trusting relationship through clear communication and setting appropriate boundaries.
- Create a safe environment essential to successfully facilitate the mentor/mentee relationship.
- Provide appropriate levels of mentoring, support, advice and guidance to young people.
- Support young people to make connection to new groups to provide belonging, safety, positive experiences and new friendships.
- Engage young adults in their communities positively.
- Be non-judgmental when working with the young person and build trust and rapport.
- Acknowledge their strengths and encouraging them to find ways to use them.
- Support young people in articulating their views on issues which affect them and act as advocates on their behalf.
- To gather informal feedback from young people through questions, videos and vlogs to help shape the project and for reporting to funders.
- To assist young people with transport and transport choices where necessary.
- To identify and support older participants who may be suitable as future volunteers and mentors.
- To maintain electronic and paper records, files, databases for collecting reporting, monitoring and evaluation data.
- To ensure events and activities take place in a safe way, ensuring risk assessments are in place and Health and Safety is attended to at all times.
- To promote all relevant initiatives by relevant agencies to encourage networking, communication, friendship, recovery, increased confidence and self-esteem of young people.

- To report all activities in regular feedback to the Project Manager and follow policies including confidentiality and safeguarding, reporting all risks to the project manager.
- To have good IT and social media skills.
- To be able to work flexible hours, which may sometimes include weekends and evenings in order to best support the Young People you are working with. This will occur on an ad hoc basis.
- To undertake training and development activities relevant to the post.
- Perform any other duties as reasonably required
- To be able to work as part of a team.

General Information

All work performed/duties undertaken must be carried out in accordance with relevant SASP policies and procedures, within legislation, and regarding the needs of our customers and the diverse community we serve.

Person Specification

SASP Community Resilience Young People Mentor	
Qualifications	
1. Relevant child and youth work qualification	Desirable
2. A First Aid at Work Certificate	Desirable
3. Valid driving licence and access to personal transport	Essential
Knowledge	
4. Knowledge of Childhood Trauma and ACES	Desirable
5. A good understanding of the evidence base attached to the efficacy of physical activity on improving physical and mental health	Essential
6. An understanding of the barriers preventing people from participating in physical activity and adopting healthy lifestyles.	Essential
7. Establishing and developing partnerships with community groups	Desirable
Skills and Abilities	
8. Excellent time management skills and the ability to plan and organise personal workloads	Essential
9. Excellent communication and inter-personal skills with the ability to motivate others	Essential
10. Ability to work on own initiative as well as in team	Essential
11. Commitment to personal and professional development	Essential
12. Able to work effectively with computer-based programmes such as Microsoft Excel and Word.	Essential
13. A commitment to equality and diversity in working practices, with the ability to embed this across all aspects of work	Essential
14. The ability to work with discretion and in confidence, respecting young person's privacy	Essential
15. Ability to work flexible hours and travel out of area as necessary	Essential
16. Ability to travel across multiple sites	Essential
17. Demonstrable skills in supporting behaviour change	Essential
Experience	
18. Experience either personally or professionally of the difficulties some young people face in their lives	Essential
19. Experience working with young people to support them in developing key life skills either personally or professionally	Essential
20. Experience of working with small groups of young people	Desirable
21. Experience of using coaching approaches and models or other helping strategies e.g. motivational interviewing	Desirable
Work-related Personal Qualities	
22. Enthusiasm and the ability to motivate young people	Essential
23. An interest in sport, physical activity and wellbeing	Essential
24. Capability of being a positive role model for young people	Essential
25. Reflective, Self-aware and kind	Essential