

Youth Worker



Are you looking for fun, flexible work that fits around your life? Want to work for an inspiring charity making a real difference to the lives of disabled children and young people?

As a Youth Worker, you will be working directly with disabled young people supporting them to take part in activities in the school holidays and a monthly group. This is an opportunity to develop your skills in a rewarding role, and gain a strong sense of achievement.

Read further to find out about whether this role is right for you.

For more information about KIDS please visit www.kids.org.uk.

Our vision is a world in which all disabled children and young people realise their aspirations.

About KIDS Charity



KIDS is a national charity, founded in 1970, that provides a wide range of services to disabled children, young people and their families in England. In 2019-2020 we supported over 13,700 disabled children from birth to 25 years benefitted from our work. Our services include: drop-in crèches and nurseries for the under 5s to youth clubs, short breaks and residential stays for young adults. Commissioners and users appreciate the high quality of our information, advice and mediation services and 96% of parents say they are happy with the KIDS services they receive.

“As a member of KIDS’ Young People’s Engagement Group (YPEG), I have become more confident and have made lots of friends as well. It’s helped me become the person I am.”

“Your involvement with my family has meant huge practical help during a difficult time. I think the key thing is that KIDS does stuff with and for the whole family, not just the child. I am sure that yours is the kind of service that helps prevent family break up as a result of the strains that a child with a disability brings.”

We aim to empower disabled children and young people to develop their skills and achieve their inspiration. We create opportunities for them to take part in play, learning, leisure, skills training and social activities. Our success is based upon building a close partnership with parents, carers and siblings and helping them find solutions to the obstacles they meet in daily life.

For more information about KIDS’ impact during the pandemic see here:

<https://www.kids.org.uk/Handlers/Download.ashx?IDMF=4cc37099-060d-4fc5-9f10-a4ae73b964a2>

Our latest annual report is here: <https://www.kids.org.uk/kids-response-to-covid-19>

Our latest financial statements are here:

<https://www.kids.org.uk/Handlers/Download.ashx?IDMF=b99c7fc4-1729-45ba-bdc9-8e8258906d5a>

Our Vision, Missions and Values

Our vision is a world in which all disabled children and young people realise their aspirations.

KIDS’ values are: To be passionate, caring, trusted, responsive, collaborative and champions of quality.

We believe that disabled children and young people should be allowed to be themselves, to have fun, play and grow into adulthood with every opportunity to live life and access the same opportunities as other people.

Our Mission:

- Help and empower families with disabled children
- Support disabled children to play, have fun and grow
- Support disabled young people into adulthood

Main Activities

KIDS provides high quality services for disabled children, young people and their families. In addition, KIDS influences national policy and practice, often in collaboration with others in the disability sector, and runs participatory programmes for young disabled people to bring their voices and experiences to the fore.

For more information about KIDS please visit www.kids.org.uk.

What You Can Expect



Our services

KIDS was established in 1970 by John Mulcahy, a teacher who had become concerned about the development of a disabled child in one of his classes. Looking to improve communication with the child.

John turned to the child's mother for guidance. This sowed the seeds of working in partnership with parents and carers to enable disabled children and young people to develop their skills and abilities and to fulfil their potential, hopes and dreams.

KIDS are a charity which has pioneered a number of approaches and programmes for disabled children and young people. These include Home Learning (Portage), Parent Partnerships, Adventure Playgrounds and the inclusion of disabled children in mainstream educational settings.

KIDS has a rich history and vast experience of meeting the needs of disabled children and young people and families. Therefore, KIDS is well-placed to play a leading role supporting the development of policy affecting this important group in society.



Our benefits

Here at KIDS we want you to know that you are valued, and that we are committed to your safety and wellbeing. Our benefits include:

- Access to KIDS Virtual College: our wide range of interactive e-learning training courses which carry CPD points
- Employee Assistance Programme (EAP) to support with Health and Wellbeing
- Strong sense of achievement from meaningful work
- Generous holiday pay
- Work-life balance and flexibility in working
- 24 hour helpline to deal with safeguarding issues

'Being given the opportunity to make a positive impact on a young person's life' - Ollie, Assistant Practitioner

Safeguarding



KIDS Safeguarding Board acts in an advisory capacity to monitor and continuously improve safeguarding practices throughout the organisation. To read our safeguarding policies, please click on the links below:

[Safeguarding Children and Young People Policy](#)

[Safeguarding Vulnerable Adults Policy](#)

[Disclosure and Barring Service Policy](#)

KIDS are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All children and young people we work with must, at all times, feel safe.

As part of our commitment to safeguarding KIDS has a safeguarding board with representatives from all parts of the organisation. The board meets regularly to review policy and practice as well as to disseminate learning and good practice. KIDS have a designated safeguarding lead at director and at trustee level.

KIDS follow safer recruitment principles and all staff and volunteers working with children, young people or their families have DBS checks, regular supervision and also safeguarding training.

We work closely with families and co-operate fully with other agencies to take all reasonable steps to minimise the risks of harm to a child or young person's wellbeing. We recognise that whilst not all risks can be eliminated, we must operate in an atmosphere of safe uncertainty. This means that children and young people must feel secure and safe in the face of reasonable risks, but should never be knowingly or unknowingly put in a position of significant harm or abuse.

Job Description



Overall Purpose of Role

To be a part of a team delivering Connect and Be Heard in Warwickshire supporting young people aged 14-25 with a Special Educational Need and/or Disability in Warwickshire.

Support will include:

- Monthly Virtual Group
- School Holiday in person activities



Key Relationships

- Project Coordinator (Line Manager)
- Senior Practitioner
- Youth workers
- Volunteers
- KIDS national/regional staff
- Young people, parents, carers and others involved in their support e.g. key worker

Working Context

- You will be required to work variable/ unsociable hours which may include evenings, weekends, and bank holidays
- Occasional travel may be required
- Your role may be subject to an enhanced DBS check
- You may be expected to perform manual handling tasks and basic personal care tasks.



Key Responsibilities

- To support the delivery and evaluation of a monthly online well-being and participation group for young disabled people aged 14-25 in Warwickshire, ensuring sessions reflect the needs and interests of the group.
- To work in partnership with young disabled, promoting their voice and supporting their active participation in the design of the group with an emphasis on the five steps to mental wellbeing.
- To support the group on trips to activities in Warwickshire in school holidays.
- To encourage young disabled people to be autonomous and self-confident, maximizing opportunities to reach their full potential.
- To recognise and meet the young person's social, emotional, and communication needs, doing so in a manner that is sensitive to the Religious, Cultural, Linguistic and Ethnic origins of the individual.
- To demonstrate effective communication skills including adapting communications styles to the individual, report/observation writing, verbal and non-verbal.
- To participate in your own supervision and Continuing Professional Development.
- To comply with all KIDS policies and procedures including Health and Safety, Safeguarding, Data Protection and Equality of Opportunity.





Key Responsibilities

‘The staff are really friendly and create a nice atmosphere to work in’ - Sarah, Assistant Practitioner

Safeguarding Policies and Procedures

1. To be familiar with and fully comply with all KIDS policies and procedures including child protection, safeguarding, health and safety, confidentiality and partnership.
2. To work within the standards required by relevant regulatory bodies.
3. To ensure that the safeguarding and risk for each child or young person is reviewed regularly.
4. To safeguard the health, wellbeing and safety of the children and young people, and if any concerns arise, to immediately report any concerns in line with KIDS policies and procedures.

KIDS is committed to safeguarding and promoting the welfare of children and young people and also expects for all staff and volunteers to share this commitment. All children and young people we work with must, at all times, feel safe.

Other Responsibilities

You are responsible for maintaining the confidentiality of materials from all systems both electronic and paper and you may not remove from the premises any hardware, software, files, photographs or data without written permission unless agreed by your Line Manager/ equivalent as part of the execution of your normal duties.

Sharing the responsibility for ensuring that the organisation stays in touch and synchronised across the country.



Person Specification

Proven Ability

- Experience of working with disabled young people and their families.
- Experience of supporting an activity programme/ group.
- Ability to work in partnership with Young Disabled people, parents and carers.
- Ability to engage and support Young Disabled People.
- Excellent range of communication skills.
- Willing to provide personal care and support in accordance with the young person's needs and preferences, as stated in their care and support plan.
- Ability to work independently and use own initiative.
- Ability to work effectively within a team.
- Available to work regular evenings and weekends.
- Knowledge and understanding of disabilities/impairments and the impact on a young disabled person and family members.
- Understanding of and commitment to equality of opportunity and diversity in practice and ability to apply this to practice.

Education/Qualifications

- Level 3 in Youth Work/ Health and Social Care as a minimum





Person Specification

Desirable criteria

- Understanding of current Safeguarding processes.
- Knowledge of the NHS 5 steps to Wellbeing framework and/or an interest in an active healthy lifestyle e.g. sports, gardening, cooking.
- Knowledge of Data Protection.
- Car driver.

Desirable Education/Qualifications

- Current first aid certificate
- Mental Health First Aid

Thank you for choosing KIDS. We look forward to receiving your application.