



October 2024

Dear Applicant

Thank you for your interest in the post of Youth and Community Development Worker. There are currently 2 vacancies. One covering the Harrogate district of North Yorkshire and one covering the Ryedale district of North Yorkshire. Both vacancies are 18.75 hours per week. Please do specify which area you are applying for on your application form. Please note we do not accept CVs as a form of application.

Enclosed are several documents and an application form. Please read the information carefully and when writing your personal statement make sure you identify your skills and attributes in line with the Person Specification.

The closing date for completed applications is **Wednesday 20th November at 5pm**. Interviews will be held the week commencing **26th November 2024**.

PLEASE NOTE: Applications should be returned via email. Applications should be returned to Clare Yates clare@nyy.org.uk and marked Private and Confidential. Please write 'Youth and Community Development Worker Application' in the subject line of the email.

Thank you once again for your interest and I look forward to receiving your application.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Clare Yates', on a light-colored background.

Clare Yates
Head of Youth Services

Briefing Sheet (October 2024)

North Yorkshire Youth

North Yorkshire Youth (NYY) is a children and young people's charity based near Thirsk, North Yorkshire. We are the modern face of a youth association dating back to 1941, and today our mission remains that of our founders. – to provide learning and personal development opportunities for children and young people.

We believe that everyone has the power to achieve amazing things, and we're committed to providing for 8-25 yr. olds the widest possible range of opportunities to discover this for themselves. To this end, the charity works in three main ways to provide opportunities for our beneficiaries:

- Training for young people and those who work or volunteer to support them.
- Support for community-based youth projects and volunteer buddies.
- Adventurous activities through our residential Carlton Lodge Activity Centre.

Youth Development Team

The Youth Development Team at NYY is funded by North Yorkshire Council, the office for the Police, Fire and Crime Commissioner, Big Lottery Community Fund, Anglo-American, and the NHS.

There are five main aspects to the team's work:

- Support and advice for volunteer-led community youth clubs and projects
- Recruitment and support for adult volunteers befriending 16-19yr olds in North Yorkshire as part of the Buddy Network
- Direct delivery support to specific youth projects
- One to one and group Youth Mentoring
- Independent Visitor Scheme

The Youth Development Team consists of the Head of Youth Services, Youth Work Manager, Youth and Community Development Workers, Youth Mentors, Independent Visitor Co-Ordinators, Good Practice Lead, Senior Youth Workers, and Youth workers.

There are currently 9 priority areas of work for the Youth Development team:

1. Youth Club Liaison

This is the basic service we provide to all the clubs we engage with. Information, advice and support are available on the phone, by email and in person. This is the responsibility of the Youth and Community Development Workers who are expected to visit these clubs frequently.

2. Training and Resources

A range of training opportunities is made available to NYY Staff, volunteer youth workers and buddies, with NYY Training providing bespoke courses for those we support. Resources are also created specifically for NYY supported Direct Delivery and Voluntary youth groups e.g., games and activity booklets, as well as specialist, issue-based resources.

3. New Club Development

New clubs are developed based on volunteer contact, partner information or by the analysis of community activity. A strong emphasis is placed on consultation with young people and assessment of community need. Resources, model policies and procedures are available and with support a new group can formulate and develop a structure and membership.

4. Capacity Building for Future Provision

The team provides young leader training to young people through workbook activity. This training allows young people to achieve a non-formal accreditation that can then be used to show a basic level of youth work

understanding. Providing the young people gain appropriate experience in a volunteer youth worker role, they can move on to further youth work training opportunities.

5. Direct Delivery Support

The team provides direct youth work delivery to projects identified in specific areas. Youth Development Workers offer operational support to Senior/Young Person's Project Workers within their region which includes planning: - including session plans, staffing cover and issue-based problems. Support is provided to groups in finding suitable locations at cost effective rates and to ensure that direct delivery projects become more sustainable where possible. In addition, staff support additional transitions within divisional regions.

6. Volunteer Buddy Network

The team works to facilitate the recruitment, development, and engagement of volunteers into the 'Buddy Network' across North Yorkshire. This is a new project that recruits adult volunteers to give one-to-one support to young people leaving targeted youth provision. The team's work on this project includes the provision of support from initial contact with potential 'buddies' through to organizing events in localities to share best practice. Youth Development Workers lead on this priority and provide phone, email, and face to face support to buddies throughout their period of volunteering.

7. Change Direction Youth Mentor

Change Direction is a prevention and early intervention support scheme for young people aged 10-17 in York and North Yorkshire, who may be committing antisocial behaviour or very low-level offences. The intention is to divert them away from the Criminal Justice System.

The Change Direction diversion scheme engages young people, at an early stage before criminal behaviour becomes habitual, to improve circumstances for both the young person and the local community. The young person will be provided with nurture and support, from a dedicated keyworker, to begin to address any underlying causes of future criminal behaviour.

8. Achieve Youth Mentor

Achieve seeks to improve outcomes for disadvantaged students (aged 11-15) relative to their non-disadvantaged peers. 6 schools form a pilot group that will receive disproportionate investment over three academic years. These schools will be supported by Youth Mentors from NYY who will carry out 1:1 support and group activities for young people on the program. This priority is part of the Achieve Program, supporting young people to achieve their potential, funded by Anglo American and the Woodsmith Foundation.

9. Independent Visitor Scheme

An Independent Visitor (IV) is an adult volunteer who develops a friendship with a young person in care/looked after. They will, offer support and help develop new interests, skills, and hobbies. Our Independent Visitor scheme recruiting, screens, train and supports volunteers to become Independent Visitors for children and young people who are looked after by the Local Authority.

For this position the post holder will be working mainly to priorities 1- 5. The post holder will be expected to work within a designated base and with some home working. The postholder may have to attend meetings or training at other local venues or at our central office near Thirsk.

For further information about NYY please visit our website: -www.nyy.org.uk