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life chances for young people

Application Pack

Here at Motiv8, we're passionate about creating the conditions to enable young people and families to thrive.

At Motiv8 we reflect on the current challenges that young people, families and communities face.

We are experiencing a worsening crisis regarding young people's emotional health and wellbeing, increasing numbers missing from education, increasing exploitation of young people, high number of families living in poverty and specialist services are at capacity. Young people are falling through the net and are often only able to access support at point of crisis; at which point it takes longer to take things around

What do we want to do? We want to provide the right support, at the right time and do more to "grow our impact". This means reaching young people and families earlier to prevent problems from escalating. It means remaining focused locally and being a permanent presence in our communities, acting as the glue that binds services and people together. It means building trusted relationships, offering person-centered approaches and helping young people to feel connected with a sense of belonging. It means providing safe spaces to engage where support can be accessed without fear of being stigmatised.

Through this approach, together, we can bring about lasting change.



Kirsty Robertson,
CEO



What We Do And Why

Motiv8 believes that all young people should lead safe, happy and healthy lives. For too many young people, this is not the reality. We know there are factors which can increase vulnerability and place young people at risk, such as: not engaging in education, family breakdown or conflict, poor emotional health and wellbeing, alcohol and substance misuse, living in poverty, peer pressure, bullying, difficulty in finding employment and involvement in crime or anti social behaviour.

Motiv8 recognises that every individual and family is unique. We take on a person centred approach, building on the strengths and providing positive opportunities to help them thrive. We know that young people and their families will have a better quality of life if we can help prevent problems from escalating. By providing the right support, at the right time, we can help them to overcome challenges they face. That's why we are committed to having a trusted, long term presence in the community, helping young people and families feel connected.

"I do not know where I would be without Motiv8"

"Life was really stressful, weekly support from Motiv8 boosted my confidence and helped me to be the person I am now."



OUR VISION

To create safer communities where young people feel inspired and empowered to reach their potential

OUR MISSION

Motiv8 supports young people and their families in the community, building trusting relationships to help equip them with the skills, resilience and opportunities to thrive

Our commitment to Equality, Diversity and Inclusion (EDI)



Motiv8 believes to enable and empower young people, families and communities to thrive, equality, diversity and inclusion needs to be at the heart of all we do.

We want to create an environment that brings together and embraces a diverse range of backgrounds, perspectives, skills and experiences.

We commit to develop and maintain a culture where everyone who works with or receives supports or benefits from our work feels empowered and has a voice.

Why is EDI important to us

Motiv8 believe that equality, diversity and inclusion are important to the organisation for a variety of reasons. Beyond the legal duty, Motiv8 acknowledge that it is important to treat everyone with respect and to aim for a diverse workforce, where different viewpoints are heard and better solutions developed.

We want to ensure that we provide a high quality service to all of our beneficiaries and aim to understand and empathise with a diverse group of people with changing needs.

We aim to reflect the communities that we are in, to provide better understanding and trust and to develop and maintain those relationships

We aim to understand and support our staff team and their needs, to ensure that they are engaged and feel part of Motiv8.



Our Values

TRUSTED RELATIONSHIPS

QUALITY

COLLABORATIVE

EMPOWERING

COMMITTED



For a copy of our full values, please click [here](#)

What do our staff think of us

89% OF OUR STAFF FELT THAT THEIR PERSONAL AND PROFESSIONAL DEVELOPMENT WAS SUPPORTED

85% OF OUR STAFF FELT THAT THEIR WELLBEING IS SUPPORTED BY THEIR MANAGER AND THE ORGANISATION



INVESTORS IN PEOPLE® We invest in people Platinum

100% of staff agree that Motiv8 is a great place to work - IIP Report 2021


"We are a great team with lots of support and a passion for working with young people"

"We feel empowered and engaged in Motiv8's short term and long term goals and vision"

89% OF OUR STAFF FEEL SUPPORTED BY THEIR MANAGER AND THE ORGANISATION

Benefits

There are many benefits to working for Motiv8, not only being able to undertake a valuable role, making a difference in a families or child's lives, but also additional benefits to help support our workforce. These include:



Life insurance, health cash plan, and critical illness insurance

Company pension through our provider NEST

Wellbeing benefits including access to Employee Assistance programme, wellbeing reviews and eye test vouchers

Family Friendly and flexible working


Long service holiday entitlement for 5 years, 10 years and 20+ years

24 days holiday, increasing to 27 after 5 years service (excluding bank holidays) with option to purchase additional holiday if required

Positive, supportive work culture. We hold Platinum 'Investors in People' with strong leadership and a supportive, 'can do' culture cited in our independent evaluation.

Commitment to reward and recognition - salary reviews, job evaluations/progression and employee recognition programmes

A rewarding work environment where you can make a difference



Comprehensive training package and job role progression routes

Access to training, study leave and sabbatical leave for personal and professional development

Birthday leave: provision of a paid day off



Youth Support Worker

JOB TITLE: Youth Support Worker
Havant

SALARY: £22,063-£24,426 (depending on
skills, qualifications and experience)

REPORTING TO: Service Manager Havant,

CONTRACT TYPE: Permanent

LOCATION: Motiv8 office in Havant and in
the local community

HOLIDAYS: 24 (Excl bank holidays)
increasing to 27 days after 5 years

HOURS: 37.5 hours per week

PURPOSE OF JOB: To work collaboratively with young people to build trusted relationships, developing and delivering provision which engages and empowers young people alongside equipping them with the skills, resilience and opportunities to thrive

About Motiv8

Motiv8 is a vibrant local youth charity which supports young people and their families who may be lacking in opportunities, are marginalised and experiencing disadvantage. Our vision is to create safer communities where young people feel inspired and empowered to reach their potential and thrive.

Our work takes place in the heart of the community, with teams based from Motiv8 centre's in Portsmouth, Havant, Gosport and Fareham. Motiv8 provides free access to youth mentoring, family support, group work, wellbeing provision, youth clubs, street-based youth work, employability programmes and much more!

We pride ourselves on working collaboratively, building upon the individual, family and communities strengths. We are a values led organisation and this transcends all we do.

What is the role?

Motiv8 is a vibrant local youth charity, which supports young people and their families. Our work takes place in the heart of the community, with teams based in Portsmouth, Havant, Gosport and Fareham. Motiv8 teams deliver a range of free services including; family support, youth mentoring, wellbeing provision, targeted group work, youth clubs, detached street based youth work, employability support and alternative learning. Our vision is to create safer communities where young people feel inspired and empowered to reach their potential, and thrive.

We are looking for a dedicated Youth Support Worker (experienced or someone looking to train or increase their experience or working with young people and their families) for our vibrant Havant team. The team delivers a range of services from our dedicated young people's centre's, including young people's mentoring support, family work, targeted group work and community based provision such as youth hubs and detached street based provision. You will be part of a community team, offering a varied programme of activities and opportunities to support young people's personal, social and emotional development.

What does a day in the life of the role look like?

Motiv8 is a dynamic and exciting organisation to be a part of, with no one day the same.

As a Youth Support Worker, you will be undertaking a wide variety of activities with young people and families. You will be part of a community team offering a varied programme of activities and opportunities to support young people's personal, social and emotional development. Activities may include one to one support work, targeted group work (planning, overseeing and delivering youth provision), community and social enterprise work (through street based detached and outreach provision) alongside evening youth hubs, alongside providing youth participation activities.

WHAT TO EXPECT

Your work will be varied but you will be part of a strong and vibrant team. You will work with the Havant team, overseen by the Service Manager, to provide a range of activities to young people aged 11 - 19 years, both in and outside of the community venue. As noted, you will be involved in providing a range of activities to both young people but also, where needed, working with their parents to consolidate any work that has taken place within that family.

You need a driving licence and ideally your own vehicle to visit different locations within your day to day role

You will be required to work 37.5 hours per week, this will include mentoring sessions at a variety of locations in the local community. You will also support regular afternoon/evening youth group sessions (usually between 1 - 3 sessions per week) which will be managed through the adjustment of your hours across the week.

What are the duties of the role?

KEY DUTIES:

- To plan, deliver and evaluate individual, group and community based activities, which are aimed at young people and supports their educational, social and emotional development.
- To ensure that young people have a voice and are engaged in the planning, delivery and evaluation of services with the opportunity to influence decisions that affect them
- To work empathetically with young people aged 8 - 24 years, referred to Motiv8, some of which may be at risk
- To engage and support young people in the community through detached or street based provision
- To engage and support young people through one to one mentoring and targeted group work, ensuring support is person-centred, has clear goals and agreed outcomes
- To support provision for young people aged 16 - 24 who are not in Education, Employment or training, providing clear progression pathways
- To be able to articulate and measure positive progression/distance travelled for young people and their family
- To be able to identify and support young people (of which some may be vulnerable) who may need early help.
- To work collaboratively and in partnership with other organisations to develop a multi disciplinary approach to the delivery of services to young people
- To build relationships with communities to help map local opportunities and help connect young people and their families
- To be responsible for ensuring client monitoring information is provided for funders, partner agencies and Motiv8 and to produce reports, as and when required.
- To undertake individual, group and community based risk assessments to ensure safe delivery and minimise risk to young people, staff and the wider community
- To support the young persons wider family adopting a 'think family' approach
- To meet the safeguarding requirements and be able to identify and report any concerns of child abuse and neglect
- To be able to conduct an assessment to identify child and family strengths and needs
- To have clear responsibility and be competent to be part of a Team Around the Family, including working to an agreed multi agency plan for a child and family
- To be able to act as lead professional, with support available
- To be committed to professional and reflective practice

Person Specification

Essential Criteria

- To show demonstratable experience of working with young people and their communities
- To have experience of working with challenging young people through individual mentoring, group work or open access activities
- To have experience of supporting young people to make decisions and have influence within an organisation
- To have a thorough understanding of the key issues affecting young people eg poverty, family functioning domestic violence, crime, education, mental health, substance misuse, exploitation etc
- To have knowledge of equality issues in relation to young people
- To have knowledge of child protection and safeguarding practices
- Minimum of level 2 qualification in Youth Work OR other relevant field (OR commitment to work towards this)
- To have the ability to be adaptable, able to problem solve and think creatively
- Excellent oral and written communication skills
- Ability to build trusting, safe and appropriate relationships with the community, young people and their families
- To be able to work on own initiative and as part of a team

Desirable Criteria

- To have experience of working with young people through street based or detached work
- To have experience of leading planning and delivering personal, social and educational programmes
- To have experience and understanding of children and young people within their family context
- To have experience of evaluating provision and improving services
- To have experience of working collaboratively and in partnership with a range of other professionals, organisations and agencies, both statutory and voluntary
- To have experience of needs assessment and case planning
- Knowledge of relevant services for this client group in the area
- Knowledge of young people's risk and protective factors
- Good presentation and training skills
- IT skills including Microsoft Word and Excel
- Advisory, advocacy and negotiation skills

How to apply

What we are looking for

About you:

- Passion for supporting and empowering young people and families
- Creativity and solution focused thinking
- Respectful, honesty and integrity
- Ability to be adaptable, approachable and flexible
- High commitment to continuous professional practice and to continually look for ways to improve
- Be able to learn from experiences
- Be able to work collaboratively

Motiv8 is committed to equal opportunities, safeguarding and promoting the welfare of children and young people. Applicants must be willing to undergo child protection screening appropriate for the post, including checks with past employers and the Disclosure and Barring Service (DBS)

We would welcome applications from individuals from underrepresented groups, including:

- black, Asian and minority ethnic communities
- those who identify as LGBTQ+
- those living with a disability.

HOW TO APPLY

To apply for this role, please upload your CV and a covering letter to our recruitment portal, making sure that you outline your experience and knowledge of the following 3 areas:

- Experience of working with children and young people and or understanding of young persons needs
- Experience of working collaboratively
- Experience of measuring and evaluating progress

For a copy of the full job description and person specification, please click [here](#)

The closing date for this role is **midday on 20 November 2024**

Interviews expected to take place on **4 or 18 December 2024**

If you have any queries regarding this role, please contact Marina Tuck on marina.tuck@motiv8south.org.uk

Safeguarding statement and pre-employment checks

At Motiv8, we are fully committed to ensuring the safeguarding and welfare of our clients at all times. As part of our Safeguarding Policy and Procedures, all of our employees and volunteers will be expected to comply. All successful applicants will be required to complete the following pre-employment screening checks:

- An identity check (photo ID)
- Receipt of a minimum of 2 references (one to be from most recent employer)
- Documentary evidence of right to work in the UK
- A satisfactory Disclosure and Barring Service (DBS check)