



motiv
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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.

Locally and Nationally, we are experiencing a worsening crisis regarding young people's mental health, 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 turn things around

We pride ourselves on providing the right support, at the right time and we seek to 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 judgement.

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 young people 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 some of the many 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 more connected communities, where young people can be heard, use their voice and develop new skills through opportunities which enable them to thrive.

Our Purpose

Motiv8 places young people at the centre of all we do, providing a trusted relationship through a Youth Work approach. Motiv8 ensures the right provision is available at the right time, in a way that is right for each young person, wherever they are on their journey.

Our commitment to Equality, Diversity and Inclusion (EDI)



Equality, equity, diversity and inclusion are at the heart of all we do.

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

We are committed to developing and maintaining a culture where everyone who works with, or receives support, or benefits from our work feels empowered and has a voice.

WHY IS EDI IMPORTANT TO US

Motiv8 believes that equality, diversity and inclusion are important to the organisation for a variety of reasons. Beyond the legal duty, Motiv8 acknowledges 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 where we work, to provide better understanding and trust and to develop and maintain those relationships

We aim to understand and support the needs of our staff, to ensure that they are engaged and feel part of the organisation



INVESTORS IN PEOPLE®
We invest in people Platinum

We did it!
Officially accredited by Investors in People.
Because we make work better.

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

100% of staff agree that Motiv8 is a great place to work
- IIP Report 2024



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

92% OF OUR STAFF FELT THAT THEIR WELLBEING IS SUPPORTED BY THEIR MANAGER AND THE ORGANISATION

96% OF OUR STAFF FELT THAT THEIR PERSONAL AND PROFESSIONAL DEVELOPMENT WAS SUPPORTED

92% OF OUR STAFF FEEL SUPPORTED BY THEIR MANAGER AND THE ORGANISATION

Our Values

WE ARE COMMITTED TO BUILDING **TRUSTED RELATIONSHIPS**



We work with openness, honesty, and integrity. We do this by being approachable, reliable, and fun.



WE ARE COMMITTED TO **QUALITY**



We actively work together with the community, young people, families and our partners to achieve the very best outcomes.

WE ARE COMMITTED TO BEING **COLLABORATIVE**



We proactively engage with a wide network of partners, to create opportunities for our communities

WE ARE COMMITTED TO BEING **EMPOWERING**



We believe in young people. Realising their potential, building on what is strong, not what is wrong.

WE ARE COMMITTED TO BEING **ADAPTIVE**



We see each young person as an individual, tailoring our support to their lived experience creating positive change



I HAVE GROWN IN CONFIDENCE.

I FEEL HAPPIER. I FEEL INCLUDED, I FEEL POSITIVE WHEN I COME TO THE HUB SESSIONS. MY YOUTH WORKER HAS NEVER GIVEN UP ON ME AND THAT HAS MADE ME FEEL GOOD.

I'VE LEARNT TO TALK TO PEOPLE INSTEAD OF KEEPING IT ALL IN.



Our 8 Strands of



Motiv8's journey of change is a proven model.
We keep things simple and we will always be youth led.

Youth Voice & Influence



We believe young people are the experts on young people. We share power with young people wherever possible and understand our responsibility to empower them to inform the thinking of decision makers, our own work, and the work of others.

Youth in Community

Motiv8 works where the need is, reaching out across the community to share the support available and shape clear next steps. Through regular street-based youth work and participation at community and cultural events we take ourselves to the need.



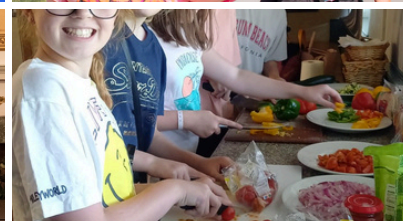
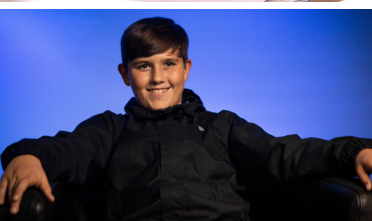
Youth & Family



When we take the time to engage with all those around a young person – at home, at school, and in the community – offering ongoing tailored practical advice, we can cultivate more positive outcomes, earlier as all become invested in the change.

Youth Mentoring

At the heart of Motiv8 are the trusted relationships between youth workers and young people. Our expert teams offer someone who will listen when they feel stuck and a role model who believes in them as they begin to accept help and look ahead



Youth Health & Wellbeing



The wellbeing challenges faced by young people are complex. With an awareness of the context, trauma, and by understanding flexible coping mechanisms our 'Back to Basics' approach places control in the hands of young people

Youth Skills

Our skills provision is aspirational, adaptable, and accessible. Delivered on young people's 'doorstep' these sessions and discovery days work across our network, drawing insight from all walks of life



Youth Futures



We know that when you believe in young people, give them role models, meaningfully listen, and offer experiences that inspire, they can thrive. Our Futures Programme offers hope to young people who may otherwise slip through the net.


Youth Hubs

Motiv8 Youth Hubs guarantee a warm welcome, a warm safe space, and a warm meal within young people's own communities. Unique to each area, our youth hubs are places where young people can be themselves and have fun.



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 x 2

SALARY: £23,995-£26,392 (depending on skills, qualifications and experience)

REPORTING TO: Team Leader/Service Manager Havant,

CONTRACT TYPE: Permanent

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

LOCATION: Motiv8 office in Havant and in the local community

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, 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; 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 2 dedicated Youth Support Workers (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, 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 Team Leader/Service Manager, to provide a range of activities to young people aged 11 - 19 years, both in and outside of the community venue.

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 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
- 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

- Experience of working with young people through street based or detached work
- Experience of leading, planning and delivering personal, social and educational programmes
- Experience of evaluating provision and improving services
- Experience of working collaboratively with a range of organisations and people
- Experience of needs assessment and case planning
- Knowledge of young people's risk and protective factors
- Knowledge of relevant services for this client group
- Minimum of level 2 qualification in Youth Work OR other relevant field (OR commitment to work towards this)
- Good presentation and training skills
- Good IT skills
- Advisory, advocacy and negotiation skills

How to apply

What we are looking for

About you:

- Passion for supporting and empowering young people
- 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 Monday 29 September 2025**

Interviews expected to take place on **7 October 2025**

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)