Job Description

Job Title: Targeted Youth Worker	**Service Area**: Integrated Youth Support Services (IYSS)	
Directorate: Children & Young Peoples Service (CYPS)	**Post Number: 10029872 & 10029873 & 10029874**	**Evaluation Number:** 2026-02
Grade: JNC 14-17	**Date last updated:** 28.07.26	

People at the heart of everything we do
We are committed to putting people – Newham residents and Council staff – at the heart of all we do. Our approach is a collaborative joint enterprise between residents, the Mayor, Members, Council staff and the Corporate Management Team.

Equality and diversity
We are committed to and champion equality and diversity in all aspects of employment with the London Borough of Newham. All employees are expected to understand and promote our Equality and Diversity policy in the course of their work.

Protecting our staff and services
Adherence to health and safety requirements and proper risk management is required from all employees in so far as is relevant to their role. All employees are expected to understand and promote good health and safety practices and manage risks appropriately.

Corporate parent
We believe that every member of staff working for Newham Council should understand and fulfil our corporate parenting responsibilities for our looked after children that we have under the Children and Social Work Act 2017.

IYSS Mission Statement and Ethos:

The IYSS Service will work within our established whole system approach in Newham which is underpinned by our:

- **6 C's:** Care, Compassion, Competence, Communication, Courage and Commitment
- Systemic Practice

- Relational Practice
- Systemic domestic abuse model
- Child Sex Abuse (CSA) approach
- Anti Racist Practice

All staff working within the IYSS and Managers leading the service are expected to both understand and adopt this practice and leadership approach in Newham.

Our service has been modelled upon the successes of the Edge of Care (EOC) approach – one that:

- **Is a Visible Service** – whereby staff work from a variety of Newham officers (including Dockside), with regular anchor and in-person team days
- **Is responsive –** practitioners don't have to wait days for an answer or a service when there is a need.
- **Removes barriers to service access** – so minimal panels and referral forms, with opportunities for conversation prioritised.
- **A service that says 'YES more than no' –** whereby practitioners know they will get immediate support, rather than being presented with many hoops to jump through to access support or redirected across a long list of self-help tasks.

Overall Purpose of Job

The Youth Worker will sit in IYSS and work closely with the Senior Youth Worker to support vulnerable young people who are involved with or at risk of entering the criminal justice system.

They will assess risks and needs using structured tools to create tailored support plans. The Youth Worker will act as a positive role model through mentoring, activities, training and development opportunities, sports and daily interactions.

The role will also involve collaboration with agencies such as health, police, schools and the voluntary and community faith sector to share information and tackle root causes of problems that children and young people face. They will also facilitate programmes to support children and young people to raise awareness of emerging issues.

Job Context

1. The post holder reports to the Senior Youth Worker.

2. The post holder has no line management responsibility.

3. The post holder has no budgetary responsibility.

Key Tasks and Accountabilities:

Key tasks and accountabilities are intended to be a guide to the range and level of work expected of the post holder. This is not an exhaustive list of all tasks that may fall to the post holder and employees will be expected to carry out such other reasonable duties which may be required from time to time.

To undertake all general responsibilities listed below:

1. To participate in the needs analysis, design and delivery of a co-designed universal and targeted 'Youth Offer' to young people in Newham that provides a varied and inclusive range of activities that promote wellbeing and independence and enable young people to play an active role within their community.
2. To work with council colleagues, with other organisations and with young people and their families to ensure that TYS is fully integrated with other elements of Newham's Prevention and Early Help approach.
3. To form positive relationships with young people and young peoples' representative groups to ensure that the universal and targeted youth offer remains relevant, credible and impactful.
4. To participate in the development and effective delivery of Newham's Targeted Youth Support Model (TYS).
5. To deliver practical and impactful universal and targeted youth work, as part of Newham's Youth Empowerment Service Curriculum, in a 'Youth Zone', outreach and/or detached setting, that meets the needs of local young people, the needs identified by local partners (e.g. a school, a local Early Help Team, the local youth providers network), and service requirements.
6. To work intensively with identified young people and their families, offering targeted support and linking to other intervention and support provided by the Council/partners, and sharing information/co-ordinating activity in accordance with information sharing guidelines, at all times placing the young person and their family at the heart of everything we do.
7. To create environments for young people to empower themselves to support with co-designing programmes of activity to be delivered through Newham's TYS service.
8. To support the Senior Youth Worker in managing the building, promoting and facilitating successful partnership working across all sectors by creating and maintaining appropriate relationships within the post holder's designated geographical area, including the local community, young people and families, Faith Groups, Community and Voluntary organisations and other Statutory bodies. To ensure the delivery of more cost effective and valued services.
9. To deliver programmes designed with and aimed at young people with multiple needs and facing barriers to participating in universal provision.
10. To raise levels of participation in activities offered by the TYS Service, including delivering specific focussed support to children and young people who are LGBTQIA+, young carers, children and young people with special educational needs and disabilities, and those who are care experienced to enable them to take advantage of TYS offer.
11. To signpost young people to appropriate information, advice and guidance, and to refer young people to other organisations should the support available through those organisations be of interest to them.
12. To ensure that participation levels and satisfaction data relating to TYS Services is appropriately captured.

13. To participate in the development of youth work across TYS as a whole, and with partner organisations, highlighting expected standards, contributing to the provision of training, advice and support to enhance the impact of youth provision across the borough.
14. To advocate for young people, and to champion their views to the Council and beyond, playing an active role in ensuring that young people and their families are at the heart of everything we do and are effectively supported to meet their goals.
15. To participate in campaigns and initiatives working with young people to address particular issues of importance to them.
16. Work with colleagues to ensure that young people are empowered and provided with opportunities to participate in the democratic process within Newham, and to support the effective operation of youth provider and young people's forums and networks.
17. To ensure that the needs of young people in Newham are met by modelling behaviour which fosters equality of opportunity in service provision.

Working pattern

In accordance with the JNC National Agreement, post holder working patterns will include work which:

- Is allocated fairly and reasonably according to the needs of the service locally
- Will not normally exceed 10 sessions per week
- Include no more than 8 evening sessions per fortnight

Personal Specification

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IMPORTANT INFORMATION FOR APPLICANTS

The criteria listed in this Person Specification are all essential to the job. Where the Method of Assessment is stated to be the Application Form, your application needs to demonstrate clearly and concisely how you meet each of the criteria, even if other methods of assessment are also shown. If you do not address these criteria fully, or if we do not consider that you meet them, you will not be shortlisted. Please give specific examples wherever possible

EQUALITY AND DIVERSITY

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PROTECTING OUR STAFF AND SERVICES

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CRITERIA- Essential	**METHOD OF ASSESSMENT**
KNOWLEDGE:	
A good understanding of the issues affecting young people and the range of services available to them, particularly in the region of exploitation and extra-familial harm.	Application and Interview
An understanding of the theory and practice of Integrated Youth Support Services – in such areas of work as: universal youth work provision, detached youth work, targeted youth work and young people's Information, Advice and Guidance services - within a multicultural setting.	Application and Interview Application and Interview

Knowledge of Equal opportunities and anti-discriminatory practice and the capability to apply it to work with young people and communities.	Application and Interview
EDUCATION/QUALIFICATIONS Minimum Level 3 or above Youth & Community Work, or an equivalent young person-centred national qualification. Evidence of continuous professional development	 Application Application
SKILLS AND ABILITIES: Strong communication skills, verbal and written Ability to assess young people's needs and plan, monitor and evaluate programmes to meet those needs. Project planning and process management skills - evidence of the ability to take responsibility for project planning and process management within a relevant area of work. The ability to prioritise workload effectively and undertake risk assessments as appropriate and the skills to undertake a leading role in relation to local service delivery. Ability to work a flexible schedule underpinned by JNC conditions, comprising mainly of weekday afternoons and evenings with some weekend work. **EXPERIENCE:** Relevant evidenced experience of engaging young people from a wide range of backgrounds, including those at risk of exploitation and violence. Ability to plan, develop, deliver, monitor and evaluate programmes of informal and accredited learning based on the individual needs of young people either on a one-to-one basis or within a youth work setting.	 Application and Interview Application and Interview Application and Interview Application and Interview Application and Interview Application and Interview Application and Interview

Evidence of involving young people in service development, delivery and evaluation. Evidence of working with partners, such as Parents & Carers, Faith, Community and Voluntary Groups and other services to deliver integrated services to young people. Evidence of commitment to diversity issues within service delivery.	Application and Interview Application and Interview Application and Interview
PERSONAL STYLE AND BEHAVIOUR:	
Demonstrates commitment to the public service and its partnership arrangements.	Application Form/Interview
Demonstrates sensitivity to the needs of a very diverse community and ideas of how best to meet those needs.	Application Form/Interview
Demonstrable commitment to anti oppressive practice.	Application Form/Interview
Displays a high degree of integrity.	Application Form/Interview
Shows resilience and toughness under pressure.	Application Form/Interview
Shows energy, creativity, determination and a high drive for achievement.	Application Form/Interview
Shows sensitivity towards the needs of others.	Application Form/Interview
OTHER SPECIAL REQUIREMENTS: Enhanced DBS	Satisfactory clearance at conditional offer stage