

Job Description and Person Specification for Young Practitioners

Job Title	Young Practitioner
Grade	NJC 18 – 20 £29,269 - £30,296 per annum (based on 37.5 hours) (pro rata)
Contract and date	Fixed term – until 31 st March 2025
Annual leave	27 days per annum (based on 37.5 hours) (pro rata)
Responsible to	Senior Practitioner or Clinical lead for Youth, Projects and Social Action
Location	Office based and some community work
Hours of work	7.5 hours per week
Job summary	<p>We are looking for an individual who identifies as LGBTQ+ and is aged between 18-25, ideally with some experience in creative arts.</p> <p>You will work as part of the Youth, Projects & Social Action Team to co-facilitate the delivery of the Bee Well Project. This project is for young LGBTQ+ people aged 13 -19 to create and deliver a series of zines exploring themes related to “health and wellbeing” for LGBTQ+ Young People. This will include supporting a regular group session, and some ad-hoc creative support for young people engaging individually and/or digitally.</p> <p>You will develop and maintain positive relationships with young LGBTQ+ people to create a space that is safe and nurturing. You will confidently navigate topics that may be difficult or challenging, ensuring that the project is a safe space for LGBTQ+ young people.</p> <p>You will identify themes the group raises and co-create workshops and activities that promote the young people’s voice, wellbeing, resilience and growth.</p> <p>You will bring to the role lived experience as an LGBTQ+ person* which will enable you to positively impact the lives of young LGBTQ+ people in a youth work context. [please see GOR section below for more information].</p> <p>What can you expect from 42nd Street?</p> <p>Up to 10 additional days of internal and external training to support your role (dependant on length of contract) A co-created development plan Certification 4 x Mental Health afternoons Supervision from experts in Mental Health and Youth Work Young Practitioner Group supervision 42nd Street is a real living wage employer Bike to work scheme</p>

	<p>As a young practitioner with lived experience, we will be supporting your development through supervision, training and other forms of reflective practice</p> <p>42nd Street is committed to your learning to the benefit of the young people we support.</p>
Date	October 2024
Version	Pending approval
Author	Caz/Iona

Key Tasks

Specific to your post

1. To co-facilitate the Bee Well Group alongside a Mental Health Practitioner weekly (this will likely take place weekly on a Monday evening but is subject to change). This includes the planning, evaluating and reporting of the group
2. To support the creation of a series of zines (including any additional resources and delivery) based around the theme of “health and wellbeing” and LGBTQ+ young people’s lived experience.
3. To build and develop relationships with young people involved in the project and support the development of their creative ideas.
4. To facilitate conversations with young people about potentially challenging topics.
5. To work closely with the co-facilitators, the youth and projects team and the Workforce Development and EDI manager to develop the group taking into consideration the young people’s voice and your own lived experience.
6. To collaborate with The Proud Trust and additional partners as needed throughout the project.
7. To feed into the overall objectives of the Project Bid
8. To develop partnerships/outreach work with external agencies to support young people in the delivery of the zine resources.
9. To escalate any safeguarding issues to the relevant agencies/workers always following safeguarding policy and best practice.

Shared with all workers

1. To work within the policy and procedures of 42nd Street to ensure the experience of young people is safe, nurturing and challenging
2. To attend and participate in all mandatory training to ensure you are working within the legal requirements and internal policies
3. To attend relevant team meetings, supervisions and any other meetings that is deemed important to your role
4. To capture the relevant data of the young people attending the group and updating internal monitoring and reporting systems as and when is needed
5. To actively engage in your development through supervision, group supervision and training
6. To undertake any other tasks that are seen as important to your role
7. To work outside of office hours which would mean evenings and weekends

Person specification:

	Essential	Desirable
Capacity to think about your lived experience and how it relates to the Bee Well project	Essential	
Ability to support young people to develop ideas creatively	Essential	
Understanding of the issues relevant to LGBTQ+ young people	Essential	
Understanding of the skills needed to work in a team	Essential	
Understanding of the importance of partnership work		Desirable
Lived experience relevant to the post	Essential	
Experience of creating and delivering informational resources.		Desirable

The general occupational hiring requirement is based on a legitimate aim in line with schedule 9, part 1 a and b of the Equality Act 2010 which you can read more about here: <https://www.legislation.gov.uk/ukpga/2010/15/schedule/9>

GOR information:

**About "Genuine Occupational Requirements" This post is subject to a Genuine Occupational Requirement (GOR) to identify as an LGBTQ+ young person (18 – 25 years of age) who is 'out' at work (inclusive of all identities across the gender spectrum). The GOR is applied to this role as it is essential for and relates to the main tasks of the job. The following 'objective justifications' apply:*

- 1) Access to a visible and positive LGBTQ+ role models play an essential role in LGBTQ+ young people's lives.*
- 2) 42nd Street is committed to creating a diverse and representative workforce and our staff data evidences that LGBTQ+ people are under-represented in our workforce. We need to specifically recruit LGBTQ+ staff whose skills, knowledge and experience enables them to pro-actively support the mental health and emotional well-being needs of LGBTQ+ young people.*
- 3) Identity-based groups are most effective in meeting the needs of the community of identity when staffed by individuals who are reflective of their identities. A LGBTQ+ worker is essential to the delivery of our LGBTQ+ project.*

4) LGBTQ+ young people tell us it is important to their mental health and emotional wellbeing to work with a LGBTQ+ professional.

5) 42nd Street demographic data shows increased numbers of LGBTQ+ young people (18 – 25 years of age) are accessing our services.

Young Practitioner (18 – 25 years of age) (Bee Well Zine project). October 2024 For this GOR post, you must identify as an 'out' LGBTQ+ person at work i.e. you may also have specific qualifications (b1) and/or experience (b2) but will not meet the criteria unless you identify as LGBTQ+ (a). It may be acceptable to only meet the criteria of (a), but not (b), if you can meet the essential criteria outlined elsewhere in the Person Specification. LGBTQ+ is a broad term which encompasses a wide range of identities and experiences. The term LGBTQ+ is culturally specific and some people may be appropriate for the role but use different language or understandings of gender.

In relation to the GOR to be an out at work LGBTQ+ professional, your suitability for the post will be determined by the skills, knowledge and experience you evidence in your application and at interview. It will in no way be based on any kind of 'proof' by legal documentation or otherwise policing of your identity.

About "Lived Experience Workers" We are currently developing a new framework to support the development of our lived experience workers and would welcome future input into this. In addition to having direct experience of a related field (for example, identifying as a LGBTQ+ person), it is important to be aware of a few factors surrounding being a "lived experience worker". In the role, a Lived Experience Worker will be able to harness their experiences in a professional context (commonly cited in various therapeutic and youth and community work professional and ethical standards). The worker will be comfortable talking about, and sharing elements of, their lived experience with young people and colleagues to support the wellbeing of young people and impact best practice across the organisation. There is no expectation to share beyond what feels appropriate in a professional capacity, and, additionally, we recognise there is a continuum of what may feel appropriate and beneficial to share as the role develops and will look to support workers throughout this.

We want to ensure that all our staff to feel appropriately supported in their roles and Lived Experience roles are no different. It's important to us that Lived Experience Workers also have an awareness that proximity to a related area of work can prove challenging and in some cases being triggering in unexpected ways, or potentially lead to old or traumatic experiences resurfacing. It is therefore often helpful to have an awareness of what support may be beneficial to continue to thrive whilst in post. This might include experience of the support that will be offered through the post itself, such as via internal peer support structures or external clinical/practice supervision with a professional who shares the worker's identity/other lived experience.