



QUEENS HALL ACTION ON POVERTY

JOB DESCRIPTION

Job Title: Young Persons Homeless Prevention Team Lead

Salary: £26,237, plus benefits Pension, Life Insurance, Health Plan, Gym Membership

Hours: 37.5 hours per week, over 5 days. Will involve weekend and evening work on a rota basis.

Holidays: 22 Days plus Bank Holidays

Base: Across the Wigan and Leigh Borough.

Responsible to: Service Manager

Accountable to: Queen's Hall Action on Poverty Trustees

To Apply: Please submit CV and Expression of Interest explaining why you would be an asset to our charity. Please only register at this link <https://hr.breathehr.com/v/young-persons-sib-team-lead-21301> when you are ready to submit your documents, applications without a covering letter will not be accepted

Please apply early as we reserve the right to close applications as soon as sufficient applicants have been received.

Closing Date: Noon Monday 28th February 2022

Interviews : W/C 7th March 2022

Summary: The Brick is a growing charity with big aspirations for people in need within our community. We provide RELIEF, RESTORATION and REFORMATION by offering tailored support, hope, and opportunity to those looking to improve their quality of life. We are now looking for an enthusiastic, proactive and inspirational Young Persons Homeless Prevention Team Lead join our team, a believer in the right to equal life chances with a passion to improve lives through collaboration and innovation.

The Young Person's Team Lead is a crucial newly funded role as part of a wider 3 year project in the charity. The main aspect, being to work with young people to prevent homelessness for those at imminent or long term risk. The aim of the project is to provide holistic and multifaceted support to young people, this includes helping with accommodation but also fostering broader achievement in areas like financial stability, meaningful activities, and creating support networks.

To be successful, you will be a person who is:

- Experienced in developing relationships with partners and other agencies
- Experienced in managing and motivating a small team
- An excellent communicator
- Able to work within tight deadlines
- Able to lead by example and act as an inspiring leader

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WORKS
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- Able to take responsibility and ownership for work and tasks set
- Compassionate and have a good understanding of an asset-based approach
- Able to take responsibility and ownership for work and tasks set

JOB PURPOSE

To ensure the success of the Youth Persons homeless prevention project in Wigan and Leigh by overseeing the contractual obligations on the frontline and providing individual and bespoke support to young people at risk of homelessness. To assist them on their transition into sustainable employment, education or training and prevent them from hitting crisis. You will lead the risk and needs assessment and support planning for this project, supporting approx. 70 young people per annum across the small team. Through close collaboration with LA Housing Teams, and establishing referral pathways directly with community organisations, you will ensure that the service is reaching young people at the earliest stage possible, where there is a genuine chance of preventing homelessness.

You will develop an environment where people feel encouraged to suggest new ideas and approaches to work with participants, and that the best ideas can spread throughout the partnership. You will work with GMBOP and other delivery partners to create feedback loops where we can promote innovation and improve the service we offer.

As well as managing a case load, you will ensure all support is carried out in an asset based approach ensuring that accurate advice and information is provided to give individuals the necessary information required to make informed decisions. The information you provide will guide individuals in making choices that will lead to suitable employment, training and when necessary long term accommodation offers. Tailored support will then be brokered to ensure a continuous offer of support is provided within the community to maintain sustainable tenancies and welfare support offers. During support, the mentor will ensure that people have access to relevant services, advocacy and wellbeing support.

KEY TASKS & RESPONSIBILITIES

To develop, implement and practice support plans in a positive way by focusing on a young person's wellbeing and personal development. The aim is to equip young people with the skills and confidence in order to progress into further independent lifestyles within a timely fashion. Individual support plans will be developed to achieve outcomes in accordance with contractual KPIs and the Performance Management Framework.

You will raise the voices of young people, and support employers to provide fair access to opportunities. You will be flexible, reflective and creative in your approach to support and plans will be truly person led.

To promote wellbeing by providing access to mental health support, referring into local specialist services, helping to develop resilience, confidence and motivation.

To work as part of a team in the best interests of each individual, liaising with other professional agencies and the ILM and Asset Coach teams. To identify future housing options, training, education and employment and agree an action plan to achieve this.

To ensure that individuals have an understanding of financial management in preparation for independent living, including focus on rent payment and budget creation.

To ensure that individuals are safe, inspired and engaged to reach any goals they have set for themselves.

Develop partnerships with key partner agencies, community groups, colleges and employers.

To understand that individuals may have experienced tough life experiences and may require a greater level of understanding, thoughtfulness and empathy.

To work with people to identify their abilities. Promote and encourage the attendance of internal



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and external groups and training.

Ensure that privacy and dignity is maintained at all times.

Develop knowledge of local community resources.

People we work with;

Ensure that young people are provided with a tailored support offer that will empower.

To work alongside the individual and promote an asset based approach that ensures that people have all the necessary information in order to make an informed choice.

To ensure that individuals are appropriately safeguarded and that all recording is completed to a high standard, ensuring we are reviewing Tiers and acting in accordance to the safeguarding policy.

To understand that individuals may have experienced tough life experiences and may require a greater level of understanding, thoughtfulness and empathy.

PARTNERSHIP WORKING

The Brick is committed to delivering Wigan Council's Deal approach and as such we are asking for applicants who adopt the 3 core behaviours being; positive, accountable and courageous. We are looking for innovation and creativity, The Brick is not afraid to do things differently and pilot new initiatives to trial and test new ideas.

Develop and maintain effective working relationships with other agencies including, but not limited to, housing agencies, social services, mental health team, tenancy support services and alcohol and drug services.

Liaise with other service providers, both statutory and non-statutory, to ensure that individuals can access and use all appropriate services to meet their needs.

Good Practice

Queen's Hall Action on Poverty are committed to the safeguarding and protection of all young people and adults, In line with our Safeguarding policies. We will carefully select, train and support all those with any responsibility within the Charity, in accordance with our rigorous recruitment and selection policies.

The Brick is committed to promoting a diverse and inclusive workplace, which attracts all candidates and signals our commitment to celebrate and promote diversity. This includes not discriminating under the Equality Act 2010 and building an accurate picture of the make-up of our workforce.

We offer a range of family friendly, inclusive employment policies, flexible working arrangements and support or staff from different backgrounds

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Person Specification Young Persons Homeless Prevention Team Lead

	Essential	Desirable	How to be achieved
Degree, NVQ, appropriate qualification, relevant amount of experience, or a willingness to learn.	✓		Application form
Proven experience of managing a small team and working towards outcomes and KPIS	✓		Application form and interview
Minimum of 2 years experience of working with vulnerable or disadvantaged people	✓		Application form and interview
Proven track record of building relationships and partnership working, knowledge of the local labour market and the barriers that young people face accessing employment and training opportunities	✓		Application form and interview
Knowledge of housing, welfare, benefits and relevant legislation	✓		Application form and interview
Experience of working respectfully with individuals offering advice, guidance and support and appropriate housing related information	✓		Application form and interview
Understanding of and a total commitment to promoting and implementing equal opportunities, diversity and inclusion for all people who may be experiencing difficult times	✓		Application form and interview
The ability to provide mentoring to encourage people to feel more empowered	✓		Application form and interview
Excellent active listening and negotiating skills. Ability to demonstrate empathy with an ability to see beyond the immediate crisis	✓		Application form and interview
A great communicator. Ability to work independently and be self-motivated	✓		Application form and interview
Ability to work in a face paced environment	✓		Application form and interview
IT competency	✓		Application form and interview
Evidence of the ability to work in a pro-active manner and taking the appropriate initiative to ensure services meet the	✓		Application form and interview

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demands of those using the service			
Ability to work out of hours and on weekends when required	✓		Application form and interview
Must have the use of a car and full UK Driving Licence and Insurance		✓	Application form and interview
Proven ability to abide by policies and procedures	✓		Application form and interview
Commitment to The Brick's values	✓		Application form and interview

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