

ART AGAINST KNIVES

CREATIVE SPACES SENIOR YOUTH WORKER;

YOUNG BLACK MEN'S MENTAL HEALTH PROJECT LEAD

RECRUITMENT PACK





ART AGAINST KNIVES

We're an award winning creative charity that collaborates with young people, their communities and the creative industry to create lasting social change.

We co-design creative community spaces with young people that provide creative skills training, specialist support, establish trusted relationships, amplify their voices and put them in the lead of their own futures. Our work is underpinned by a trauma and psychologically informed approach to safeguarding young people.

Over the past 11 years we've worked with over 1,500 talented young people, collaborated with leading industry partners from Apple to London College of Fashion, secured funding from among others, the Home Office and BBC Children in Need, and established partnerships with pioneering leaders in the sector like our friends at MAC UK.

We're on the hunt for a new Senior Youth Worker; Young Black Men's Mental Health Project Lead to work in partnership with our inspirational team of staff and young people to ensure young people can thrive, and live safe lives.



JOB DESCRIPTION

We're looking for a passionate change-maker who's committed to driving social change. You will be people-centred, resourceful and creative, with an ability to work with young people to bring their ideas to life. You will be excited about being hands-on and working in the community, and able to adapt at any given moment to make things happen. Above everything, you will be a generous collaborator and work with and through others at all times.

You will be warmly welcomed and supported by a small established organisation of approx 20 people, with a deeply embedded culture of caring, growing and investing in people.

RESPON SIBILITI ES



You will be responsible for:

- Delivering high quality youth work to young people across the programme; work directly with young people during sessions, supporting their engagement and responding to their individual needs.
- Leading on the implementation and delivery of our new project in partnership with the NHS focusing on Young Black Men's Mental Health, working with young people aged 10-25. The project will be co-produced with Youth Leaders and explore the needs of young black men from mental health services, map and understand the services currently available and make recommendations for wider systems change in Barnet.

DRIVE PROGRAMME ACTIVITY

- Work as part of the core delivery team to ensure our committed activity is delivered consistently.
- Be proactive in facilitating discussions and creative workshops within the spaces in response to their interests.
- Support with all elements of session delivery including the set-up of a safe, creative and engaging environment for young people.
- Deputise for the Programme Manager as and when needed in the sessions and act as Designated Safeguarding Officer.
- Support young people's engagement within our community spaces and build positive relationships with staff and peers.
- Work with young people to identify their support needs, and respond appropriately to these.
- Work with young people to ensure that all activity remains safe, current and accessible to them.
- Keep clear records of session and case notes, updating the salesforce system.

YOUNG BLACK MEN'S MENTAL HEALTH PROJECT LEAD

- Lead on delivery of the project, working closely alongside our NHS partners and the Creative Spaces team.
- Line manage and support the development of 2-3 Peer Mentors (youth employment roles) who will co-produce ideas/research/creative outputs that may offer further solutions and interventions that can address the mental health inequalities experienced by the wider community of young Black men in Barnet.
- Generate co-production activity to address the mental health inequalities of young Black men in Barnet.
- Connect the VCS that serve this population to the wider community mental health transformation programme happening across Barnet, Enfield and Haringey (BEH) NHS systems.
- Strengthen relationships between AAK and the local BEH NHS systems/services so as to improve the ecosystem of mental health support for young Black men in the Borough.
- Generate and/or recommend wider systems change in Barnet that will address the mental health inequalities experienced by young Black men.
- AAK and coproduction team coordinate and engage in 3-5 partnership meetings/workshops with relevant partners & stakeholders.
- Map the ecosystem of mental health support for young Black men.
- Map people/roles in the wider community mental health transformation activities and create connections.



PARTNERSHIP WORKING

- Participate pro-actively in multi-agency working; help to build and sustain relationships with key local stakeholders so that we can work together to keep young people safe.
- Support the promotion of AAK by proactively encouraging participation from those within the surrounding communities.

MONITORING+ EVALUATION

- Keep clear records of session and case notes, updating the salesforce system.
- Attend pre/debrief sessions and provide feedback on outcomes, raise issues in regard to the delivery of sessions and work with the team to apply solutions.
- Monitor your work and maintain updated records in line with agreed requirements.
- Support the evaluation of the programme as and when required; this includes the production of case studies and testimonials.

ADDITIONAL RESPONSIBILITIES

- Act in accordance with AAK's policies, procedures and ethos Attend team supervision and management meetings – including meetings with delivery partners.
- Maintain up-to-date knowledge on issues relevant to service users, violence against women and share learning across AAK.
- Attend events and pop ups as required.
- Carry out your own administrative duties.
- Work flexibly across our creatives spaces and cohorts of young people as occasionally required.

PLEASE NOTE: The above job description is a guide to the work you may be required to undertake but does not form part of your contract of employment and may change from time to time to reflect changing circumstances.



ABOUT YOU



YOUR EXPERIENCE

ESSENTIAL

- Experience of engaging and working with young black men.
- Ability to build a good rapport with young black men with from various backgrounds.
- At least three years' practitioner experience of working with young people in education, health and/or community settings.
- An in-depth understanding of the issues which affect marginalised young people and their environments, especially the mental health of young Black men.
- Experience of organising and delivering creative activities for young people.
- Experience of co-producing with young people.
- Knowledge of safeguarding regulations and best practice ie. contextual, psychological or trauma informed practice.
- Experience of independently implementing safeguarding policies and processes and completing risk and needs assessments, safety and support plans.
- Experience of partnership working and of maintaining excellent working relationships with a range of stakeholders.
- Demonstrable commitment to working in a young person centred way with a strengths based approach.
- Positive and hands-on, practical approach with a creative solution focused attitude.
- Able to be administratively self-sufficient with solid IT skills and an understanding of GDPR and consent processes.
- A commitment and desire to develop a career within the sector.
- Willing to undergo enhanced DBS clearance.

DESIRABLE

- Experience of engaging and building trusted relationships with young Black men.
- Ability to build a good rapport with young Black men from various backgrounds.
- An understanding of mental health challenges faced by young Black men.
- Lived experience of the issues facing the communities we serve.
- Experience of working in/or with small, independent organisations at grassroots level.
- Knowledge of and connection with Barnet communities is an advantage.
- Relevant qualification in youth work or equivalent experience.
- Experience in or an interest in music, graphic design and/or podcasting.
- Local knowledge, networks and community links.
- Full & valid UK driving licence.

YOUR QUALITIES

- Creative, thoughtful and rigorous in your approach to project management and safeguarding.
- Exceptional at establishing effective and trusted relationships with young people, their families and external agencies
- Able to take into account other people's perspectives and to value and support the expertise and development of others.
- A solutions-focused problem solver who's confident in planning and managing complex workloads and able to respond flexibly to unplanned demands and needs of young people.
- Able to work on own initiative, consider implications, make decisions and adapt
- Consistent and highly organised.
- Committed to equality and diversity and have an understanding of how to promote this through your work.
- You understand the need to dismantle unjust systems and you are personally committed to this work.
- Committed to the ethos and values of Art Against Knives

If you are passionate about the work of Art Against Knives, and feel you have the potential to be brilliant in this role, we encourage you to apply, even if you aren't sure you meet all the criteria. We value all kinds of experience - not just professional or academic - and will provide substantial structured support for the right candidate, if necessary

SALARY + BENEFITS



- £27- £30k per annum depending on experience
- 1 year fixed term with the opportunity for extension
- Full-time (35 hours per week) is available; other more flexible arrangements would be considered. The postholder will be required to work during delivery hours (Mon-Thursday 11am- 7pm). (Creative Spaces delivery days are currently Wednesdays & Thursdays- subject to change)
- 28 days paid annual leave per year, excluding bank holidays
- A workplace culture that invests and cares for our staff which is reflected in our policies.
- A £500 annual training budget and 2 hours a month ringfenced for a wellbeing activity of your choice.
- Clinical supervision provided during working hours.
- Employee Assistance Programme Up to 3% contribution to your pension.
- Access to events and training sessions delivered by some of the sector's leading experts.

HOW TO APPLY



Please send us your CV (or link to your linkedin profile or website) and a covering letter (no more than 1 page of A4), outlining how your experience meets the requirements of the role and why you want to work for ART AGAINST KNIVES. This will be read by young people, staff and the board of Trustees.

You can reach us at recruitment@artagainstknives.com - please make the subject line Your Name / Senior Youth Worker; YMB Project Lead.

The closing date for the role is noon on Tuesday 9th August 2022.

There is a 2-stage selection process:

1. An initial interview (30 mins).
2. An interactive interview with staff and young people.

ART AGAINST KNIVES values diversity and is an equal opportunities employer, working towards becoming a disability confident committed employer. We encourage applications from everyone regardless of their backgrounds. We particularly welcome applicants from Black, Asian and minority ethnic communities, Disabled People; people who identify as LGTBQIA; people who are part of a faith group; and people who identify as working class (or have done so in the past).



ABOUT US

We use creativity to change young people's lives. We embed creative spaces in London's most marginalised communities, co-designed with young people these spaces provide them with skills training, mentoring and specialist support.

We've approached our 10th anniversary, and we are incredibly proud of what we've achieved and excited that our model has gained recognition as an effective tool for reducing violent crime. All of our programmes are co-designed by young people and rooted in the communities we serve. We reach approx. 400 young people each year.

We are currently embedded within the borough of Barnet and work collaboratively with multi agency partners of all sizes to ensure that young people shape improvements in provision. We're growing, and remain committed to increasing our impact. We're keen to always share our learning with others and to influence systems change.

WWW.ARTAGAINSTKNIVES.COM



OUR VALUES



WE CO-PRODUCE WITH YOUNG PEOPLE...

Constantly listening to their perspectives and ideas, involving them in decision making, investing in both the process and their ideas

WE BELIEVE IN COLLABORATION...

Our projects initiate collaboration and build positive relationships within communities; we work in partnership with others, supporting young people in accessing support and opportunity.

WE ARE CREATIVE...

We are creative in our approach to everything from building relationships, communicating, developing skills and problem solving.

WE SAFEGUARD YOUNG PEOPLE...

We take a trauma and psychologically informed approach to safeguarding young people, putting them in the lead at all times.

WE FOCUS ON LONG-TERM CHANGE...

We support young people for as long as they need, at a pace that works for them, so that they can make long-term positive change