

## Job Description



<b>Job Title</b>	Youth Worker Team Leader – Filton Campus
<b>Department</b>	SGS Wellbeing Service
<b>Reporting to:</b>	Director of Wellbeing & DSL
<b>Main Purpose of the role</b>	
<p>The Youth Worker Team Leader role will be part of the SGS Wellbeing Service team based at our Filton Campus and will supervise and support the Youth Worker team across all campuses. The role will be responsible for creating enjoyable and informative experiences for learners through a variety of group work programmes, workshops, 1:1 meetings, events and drop-in sessions. Ensuring learner safety around the college community and engaging with learners who are emotionally dysregulated is a core part of the Youth Worker Team Leader role. You will be responsible for providing a solution focused approach to support them to adapt thinking, behaviour and feelings to get the best outcomes from their college experience. The role will build trusting, professional relationships with learners, and provide informal education to support the learner’s personal and psychosocial development. It will work to ensure our internal support services are accessible to learners considered high risk or hard to reach and will provide support to help learners engage in activities that create a sense of belonging, build resilience and supports their social, and emotional development.</p> <p>The Youth Worker Team Leader will act as the Young Adult Carers Lead, providing targeted support for young carers, including monitoring and evaluation.</p> <p>To contribute to the running of the SGS Wellbeing Service function and ensure that our early help interventions are delivered to the highest standards across the college, consistently and equitably in line with the College Strategic Priorities.</p> <p>The description of key duties is a guide to the work that the role will initially be required to undertake. They may be changed from time to time to meet changing circumstances and are reviewed in the Performance Management Process.</p>	
<b>Key Tasks / responsibilities:</b>	
<ul style="list-style-type: none"> <li>• To line manage the Youth Worker postholders at all campuses.</li> <li>• To supervise and support the Youth Workers, including the allocation of work and the monitoring of the quality of work.</li> <li>• Ensure learners feel safe and enjoy their college experience whilst studying on Filton Campus</li> <li>• Work with other College Managers to ensure that the Meet and Greet, Lunch, and Break Times are supervised with a presence in and around Campus</li> <li>• Make and maintain professional working relationships with external organisations to support learner development.</li> <li>• Develop and maintain an ethos of high expectations, mutual support and care</li> <li>• To deliver restorative approaches to support behaviour that is supportive and respectful</li> <li>• Work collaboratively with Learning Area Managers and Assistant Principals to support and advocate for learners where appropriate</li> </ul>	

- Support the Wellbeing Service, Student Union and SGSPPlus+ team to deliver a range of workshops and group work programmes to learners that support their personal development
- Engage with learners to break down barriers to access support
- Represent the College at internal and external events as and when required by the Director of Wellbeing Services & Designated Safeguarding Lead

### **Role Dimensions**

- Participate in Performance Management and Professional Development activities as required
- Value diversity and promote equal opportunities
- Work within health and safety guidelines and be aware of your responsibilities for health and safety.
- Adhere to college policies and procedures
- Be responsible for safeguarding and promoting the welfare of children, young people and/or vulnerable adults
- Measured by learners' engagement and feedback in activities

### **Key Interfaces**

- Assistant Principals
- Learning Area Managers
- Head of Learning Support
- Tutorial & Enrichment team
- Liaison with Quality, Teaching & Learning, Marketing, Customer Services, HR, Estates, MIS, IT Services, Finance, learners, parents
- Local community and residents
- PCSO's
- Children & Young People's Services
- Charities
- Partnerships – Local Enterprise Partnerships, Combined Authority, local schools, HEIs, Funding Agencies, Awarding Bodies

### **Supporting College Goals and Values – all roles**

In addition to the particular requirements and characteristics of individual roles, all people employed by SGS College are expected to actively support the achievement of the College's goals and, at all times, both internally and externally, to behave in a manner consistent with the College's mission and values.

This means:

- Performing your role and delivering your service in a way that helps the College achieve its strategic objectives and annual development and improvement plans - taking account of available resources and national developments.
- Promoting the image of the College as one that is committed to the highest standards of delivery and service.
- Sharing the College's commitment to safeguarding and prioritising the welfare of children, young people and vulnerable adults and demonstrating it in your day to day work.

<ul style="list-style-type: none"> <li>• Sharing and prioritising the effective implementation of the College’s Equality and Diversity Policy.</li> <li>• Promoting and implementing best practice in Health and Safety,</li> </ul>					
<b>Measurable Performance Standards for this role</b>					
<ul style="list-style-type: none"> <li>• Support the behaviour of learners at Filton Campus (in conjunction with other College staff)</li> <li>• Ensuring learners wear their lanyards</li> <li>• Customer feedback systems</li> <li>• Ofsted Common Inspection Framework</li> <li>• Networks and community-based organisations feedback</li> <li>• Measured by learners’ response to feeling safe.</li> <li>• Measured by successful interventions and reporting of safeguarding and child protection issues and concerns.</li> <li>• Attendance and retention of learners within specified faculties.</li> <li>• Performance measured by the annual appraisal process</li> </ul>					
<b>Level of Disclosure and Barring (DBS) disclosure required</b>					
Enhanced with barred list checks,					
<b>Author and Date</b>					
Pez Perrin, Director of Wellbeing & Designated Safeguarding Lead November 2025					
<b>Job Evaluation (for HR Completion)</b>					
<b>Score</b>		<b>Profile</b>		<b>Level</b>	

As the needs of the College change, so the above job profile, duties and location of the role within the College may be adjusted accordingly.

Where an employee indicates a disability, every effort will be made to make reasonable adjustments. If, however, a certain task proves to be unachievable, job redesign will be given full consideration.

**Person Specification  
Youth Worker**



Criteria	Essential	Desirable	Assessed by
<b>Qualifications and attainments</b>			
GCSE or equivalent English & Maths at Grade C or above	✓		Application form
Relevant CPD in Team Teach, Restorative approaches, solution focused or motivational interviewing	✓		Application form
<b>Experience and knowledge</b>			
Minimum 2 years' experience of working with young people	✓		Application form and interview
Knowledge of the further education sector		✓	Application form and interview
Experience in Youth, Housing, Social Work or similar role	✓		Application form and interview
<b>Skills and abilities</b>			
Communication Skills to interact in a way that promotes cooperative relationships	✓		Interview
A holistic, trauma informed approach	✓		Application form and interview
Ability to lead, enthuse and multi-task	✓		Application form and interview
Ability and willingness to collaborate and work closely with colleagues in a mutually supportive manner	✓		Application form and interview

Criteria	Essential	Desirable	Assessed by
<b>Essential College attributes</b>			
<b>Initiative:</b> Demonstrating the willingness and ability to use initiative – whether that means deciding on necessary action and following it through - or suggesting ways to work in a better way.	✓		Application form/ interview
<b>Influencing skills:</b> The ability to persuade others.	✓		Application form/ interview
<b>Interpersonal Skills:</b> The ability to communicate and interact with other people in a way that promotes cooperative relationships.	✓		Application form/ interview
<b>Teamwork:</b> The willingness and ability to collaborate and work closely with colleagues in a mutually supportive manner.	✓		Application form/ interview
<b>Circumstances of role (if applicable)</b>			
Ability to meet particular conditions of the role e.g. travelling between campuses/ or unsocial hours	✓		Application form