



Youth Development Worker Trusted Adults

Responsible to: Chief Officer, YouthBorders

Hours: Part time 7 hours per week

Hourly Rate: £15.23 per hour

Status: Fixed term contract from start of employment to 2026

Location: Scottish Borders – part hybrid working between home and Tweed Horizons and venues across the Scottish Borders with face to face working with young people and partners

Pre-Employment Checks: PVG and Satisfactory References

Closing Date: 26/7/2024

General Information:

YouthBorders, working with our partners NHS Borders Joint Health Improvement Team (Public Health) are recruiting a Youth Development Worker to develop and deliver a resource addressing the roles and responsibilities of a trusted adult.

In 2012, Dooley & Fitzpatrick, at University College Dublin, published a study about children and young people's mental health and wellbeing. A key finding was the importance of a kind and reliable relationship with 'One Good Adult' to buffer against difficulties, offer support and believe in the child or young person. Children and young people described teachers, sports coaches, and parents as examples of 'good adults' who made a real difference to their mental health and wellbeing. The concept of One Good Adult has captured the importance of safe, supportive relationships for children and young people's mental health and wellbeing.

Following the suggestion of young people, NHS Education for Scotland commissioned Children in Scotland to engage with their Children and Young People's Network to complete a project which outlines a job description for 'One Good Adult'. The interactive resource they developed is here [NHS Scotland learning resource "How to be a Good Adult"](#) and can be used for communications and awareness raising about the importance of good relationships with adults for children and young people's mental health and wellbeing.

This project is framed in the legal and policy context in Scotland which emphasises the need to



take a child-centred, rights-based, and preventative approach to supporting positive mental health and wellbeing – examples of which are noted below.

This work outlines the commitment of the Joint Health Improvement Team and Youth Borders to work in partnership to achieve the best possible health and wellbeing outcomes for children and young people.

Who are Trusted Adults?

The Trusted Adult in a young person's life could be a supportive parent or caregiver but are not limited to this; teachers and youth workers have also been identified as key figures in a young person's life and can provide very important relationships for young people.

The Project

The project will consist of the following components:

- The establishment of a current evidenced based quality resource and a delivery programme of training that supports this and utilises the NES resource.
- To work with children, young people and families to show the positive impact of a Trusted Adult relationship through co production and consultation (which may lead to, for example, an information / marketing campaign for children and young people to increase their understanding and awareness of the role/qualities and availability of a Trusted Adult)
- The development of a -Trusted Adult learning toolkit/resource that will be used to build capacity in YouthBorders members and staff, and those in partner organisations working with children and young people 18 and under (which may include for example a community engagement activity which supports a broad range of appropriate adults to identify themselves as 'Trusted Adults' e.g. making a pledge, wearing a badge/lanyard, trusted organisations charter)
- Completion of an evaluation of the impact of the training programme and the resource, including recommendations for progression
- The participation in regular monitoring meetings between YouthBorders and Joint Health Improvement Team (NHS) with written reports to be provided to the Community Mental Health and Wellbeing Board

This project is funded by the Community Mental Health and Wellbeing Fund – a Scottish Government Fund, devolved locally to the Community Support and Services Mental Health and Wellbeing Project Board, which is a subgroup of the Children & Young People's Planning Partnership (CYPPP) in partnership with YouthBorders.

Objectives of the Role:

- Formalise with young people and partners an investigative process identifying key organisations and services who have evidence of good practice or existing resources in relation to trusted adults
- Plan, facilitate and evaluate training and information sessions about Trusted Adults in partnership with Youth Borders members, NHS Borders and associated stakeholders to enhance awareness and understanding of these roles.



- Provide ongoing support to the membership of YouthBorders and associated partners to implement good practice and leadership associated with trusted adults, operating under the governance of YouthBorders, to enhance and inform the development of trusted adult principles across the Scottish Borders
- Build the capacity within, and improve the confidence and skills of those members of the workforce who are engaging with children and young people aged 18 and to understand the mental health and emotional wellbeing benefits of the role of the Trusted Adult
- Monitoring / supervision meetings between YouthBorders and Health Improvement will take place regularly. Although targets are not set at present, we reserve the right to set targets after discussion with both partners.

Job Description:

The successful candidate will be responsible for:

- Establishing, developing, and delivering a high-quality educational resource directed at trusted adults and young people addressing priority groups and needs.
- Liaising and building positive working relations with young people, families and existing and new partner agencies to investigate and enhance the principles and practices associated with trusted adults. You will be professional, strategically minded, and open to nurturing collaborative practices.
- Compile the investigation process and collate findings and learning to facilitate the development and implantation of a trusted adult training program and resource. Work in collaboration with partners and identified organisations to share aspects of good practice, provide recommendations.
- Developing learning opportunities and training for members and partners to understand the role and significance of trusted adults.
- Develop and implement an effective evaluation model to identify learning and professional development of the roles and responsibilities of trusted adults in a young person's life.
- Present and inform members, partners and stakeholders about the toolkit and e-learning resource via attendance at meetings, events and conferences, social media and in written platforms.
- You will be responsible for managing project budgets and costs.
- Working as part of the YouthBorders team, you will have responsibilities for social media, communications, project planning, project evaluation and project reporting in relation to the Trusted Adults work.
- You will engage in learning, development, and training relevant to this role and undertake any other appropriate duties as identified by the needs of the Chief Officer.



Person Specification:

EDUCATION / QUALIFICATIONS	
Essential <ul style="list-style-type: none"> Educated to SCQF Level 6 or above in Youth Work or relevant related field (e.g. education, health, community work, youth and childhood studies) or significant practical youth or community work experience and a willingness to work towards related qualification. 	Desirable <ul style="list-style-type: none"> Degree level qualification in a relevant related field (e.g. education, community work, youth and childhood, health). Membership of the CLD Standards Council.
KNOWLEDGE	
Essential <ul style="list-style-type: none"> Principles and values of Youth Work / Non-formal education. Principles of child protection and safeguarding of children and young people. Awareness of the United Nations Convention on the Rights of Child. An awareness and understanding of setting clear aims and objectives associated with youth service development. An understanding of the importance of resilience in children and young people An understanding of the impact that life circumstances and opportunities can have on health and wellbeing 	Desirable <ul style="list-style-type: none"> Models of youth participation, co-production, co-design, youth leadership and development. Knowledge of community-based activities for young people in the Scottish Borders. Familiarity with third sector / young people's funders and investors. Delivery of accredited learning and training – such as Youth Awards.
EXPERIENCE	
Essential: <ul style="list-style-type: none"> A minimum of 2- years' experience of working with children and/or young people in a professional, community, health or education setting. Experience of collaborative and partnership working. Experience in planning, delivery and monitoring and reviewing projects. Experience of resource and training development and delivery 	Desirable: <ul style="list-style-type: none"> Using digital technology to engage with young people. Event planning and organisation – to host and feedback event at the end of the project. Fundraising.

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SKILLS	
Essential: <ul style="list-style-type: none"> • Ability to initiate, develop and sustain effective relationships with young people, partners and stakeholders • Experience of supporting and developing learners in formal and informal education • Excellent communication skills, particularly the ability to communicate clearly and concisely to a range of audiences. • Excellent active listening skills in a variety of settings. • Outstanding organisational and planning skills. • Effective time management with the ability to work under pressure. • Excellent IT and digital skills – excel, word and online forms. • Ability to assess and manage risk. • Ability to make good decisions, within delegated authority. • Ability to produce written reports. • Ability to present work to others 	Desirable: <ul style="list-style-type: none"> • Communications and marketing including graphic design skills for social media. • Teaching or training experience and/or qualifications
PERSONAL ATTRIBUTES	
Essential: <ul style="list-style-type: none"> • Motivated and approachable • Professional with clear boundaries • A team player • A tactful and diplomatic approach to dealing with sensitive and confidential information. • A flexible approach to working. • Resourceful • Ability to work independently and as part of a team • Ability to work to the core values of NHS Scotland and YouthBorders: dignity and respect; quality and teamwork; openness, honesty and responsibility; inclusive and care and compassion; 	
OTHER	
<ul style="list-style-type: none"> • This post necessitates daytime, evening, and occasional weekend work. • Willing to travel within the Scottish Borders as appropriate. • Holder of a clean full driver's license and with access to a car insured for business purposes. • Completion of successful Protecting Vulnerable Groups (PVG) check. • This post will be hybrid working from home and Tweed Horizons Business Centre (preferably within the Scottish Borders), but with time spent with young people and partners in person at locations across the Scottish Borders. Mileage will be paid within the Scottish Borders. 	



How to Apply:

Applications should be made using the application form provided by YouthBorders
www.youthborders.org.uk/vacancies

Closing Date: **Friday 26th July 2024 at 12.00 noon.** Applications can be submitted by email to info@youthborders.org.uk

Interviews are expected to be held on **19th August 2024.**

For further information or informal enquiries about this role please contact Julia Partington, Chief Officer, YouthBorders Julia@youthborders.org.uk or 01896 808 968

About YouthBorders

YouthBorders is the network of voluntary and community-based youth organisations in the Scottish Borders, supporting and promoting good quality youth work.

As a membership organisation, YouthBorders facilitates networking opportunities and events and provides information and advice to voluntary and community-based youth organisations, their volunteers, trustees, youth workers and other partners in the community. We are recognised regionally as the strategic voice of third sector youth organisations and work closely with partners in the public sector to improve outcomes for young people.



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Address: YouthBorders, Room 2, Tweed Horizons Business Centre, Newtown St Boswells, TD6 0SG

Phone: 01896 808968 **Email:** info@youthborders.org.uk **Web:** www.youthborders.org.uk

Instagram: Youth.Borders **Twitter:** @YouthBorders **Facebook:** facebook.com/YouthBorders

