



LGBTQ+ Youth Service – Community Support Worker (part time)

Job Title:	Community Support Worker
Position:	Fixed term to December 2027 (<i>Please note, this appointment is subject to the final outcome of a pending grant funding application</i>).
Responsible to:	LGBTQ+ Youth Service Manager
Location:	Working in-person across various secondary schools in Richmond Borough weekly. Adhoc community settings, Free2B office in Wandsworth Borough, and flexibility to undertake admin tasks from home or other suitable location.
Salary:	Scale re qualifications and experience: £15.00 – £17.01 plus pension
Hours:	21 hours per week, to include rota'd Wednesdays and Fridays between 4:30-6:00 for online groups.

Whilst the role includes working in schools, the position is year-round, with community-based activities through the school holidays.

Please note as the role is based within schools, Free2B staff members are required to abide by the relevant school policy and guidelines which includes maintaining a professional appearance.

Free2B has a small, dedicated, collaborative and creative LGBTQ+ youth service team who support over 200 young people each year through our 1:1 and group services. Our key outcome aims are:

- Improving wellbeing
- Building personal resilience
- Reducing social isolation

OUR VALUES



Listening: Encouraging participation & actively listening to our members

Collaborating: Strengthening the shared voice and championing Inclusion

Respecting: Celebrating diversity and respecting individuals

Educating: Challenging discrimination without confrontation

www.free2b.lgbt

Closing date Tuesday 11th August 12pm (midday) and in person interviews will be held on Thursday 20th August.

Key Objectives for this Role

The Community Support Worker will contribute to the delivery of our LGBTQ+ youth provision supporting young people aged 11+ (and 9+ for our junior youth club).

Specific Duties and Responsibilities

Group work

- Develop and deliver 'safe space' forums in schools, providing suitable group work activities (this may be alongside school staff or leading on your own).
- Working with the team to both lead and support our youth group provisions on a rota'd basis (both in person and online).

Caseload

- Work with an intensive caseload of approximately 12 young people maintaining regular contact, through arranged appointments, offering information, advice and guidance, practical support and encouragement.
- Support clients to identify their strengths, interests, areas they would like to improve and barriers to progression, in order to develop their personalised action plan.

Service Delivery

- Support young people to increase their self-esteem, become more resilient and improve their aspirations.
- Utilise the Warwick-Edinburgh Mental Well-being Tool (121s) and Free2B tools, to monitor progression and impact.
- Maintain relationships to work across multiple community and school settings, collaborating effectively with organisations to ensure positive service delivery.
- Maintain accurate and up to date written client database records and complete all admin tasks within required timeframes.

General Duties

- Attend regular case supervision and team meetings and events as appropriate.
- Adhere to Free2B's Equality and Diversity policies with respect to staff and service users.
- Comply with Health and Safety legislation and Free2B policies, to ensure safe working practices.
- Undertake any other appropriate tasks, as agreed.

Person Specification	Essential / Desirable
1. Experience of working with young people in 121 and group settings providing support and guidance to improve outcomes.	E
2. Knowledge & experience of the key issues impacting on LGBTQ+ young people (including trans and non-binary young people).	E
3. Ability to set and work within clear and appropriate professional boundaries including challenging negative behaviours.	E
4. Experience of responding appropriately to child protection and vulnerable adult safeguarding issues, following policies and procedures.	E

5. Ability to manage client appointments and administrative tasks effectively within the required timeframes and utilising relevant IT applications (such as Word, Outlook, Teams etc)	E
6. Experience of remaining flexible and adapting your ways of working in order to meet service needs and client needs.	E
7. One of our four core values is Listening, reflecting our commitment to being client-led. What do you believe is important in delivering truly client-led support?	E
1. Experience of working independently across multiple settings (preferably including within secondary schools).	D
2. Qualification in a relevant area such as social work, community work, gender studies or teaching, psychology etc	D

Further Information

- Free2B Alliance is committed to equal opportunities.
- Free2B is committed to safeguarding and promoting the welfare of children and vulnerable adults and expects all staff and volunteers to share this commitment. The successful candidate will require an enhanced DBS clearance. We are dedicated to equality and valuing diversity.
- All offers to work at Free2B Alliance are subject to satisfactory references, which is standard Free2B policy applicable to all roles.
- You will adhere to matters of confidentiality concerning this role and the Free2B team.

Application Process

If you'd like to talk about this position in more detail, then please contact:
Lucie lucie@free2b.lgbt | 07757 502 726

All applicants are required to complete our [Monitoring & Self-Declaration form](#)

To apply please complete our [online form](#)

OR alternatively you can email a CV with a cover letter to hello@free2b.lgbt
In your cover letter, please outline how you meet each of criteria and include the numbers listed on the personal spec above to indicate clearly each point you are addressing. Cover letters in any other format unfortunately cannot be accepted.

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