



Dear applicant,

Regarding: Specialist Support Worker for Global Social Club

Salary: £30,098.25 pro rata (£24,078.60 actual)

Hours: 4 days per week, Mon - Thur, including 1-8.30pm on Mon for GSC

Location: BMECP Centre, 10A Fleet Street, Brighton BN1 4ZE

Up to 1 day flexible working will be considered after probation.

Reports to: Be Well, Be Heard Team Leader

Closing date: Midday Monday 30th September 2024

Interview date: Tuesday 8th or Wednesday 9th October 2024

Start Date: ASAP

To apply: submit cover letter and CV via [Breathe](#)

If you would like to have a chat about this role ahead of applying please email our Be Well, Be Heard Team Leader, Lucy on Lucy@hummingbirdproject.org.uk, to arrange an informal phone call.

Thanks for downloading our job pack and taking the time to look at this role!

Are you outraged by the way you see refugees treated in the UK? Are you looking for a team that puts its values and beliefs at the centre of all its work? Are you looking for a team that has anti-oppressive, reflective and wellbeing practices to enhance their commitment for social change?

If you answered yes to all of these, then joining the Hummingbird Refugee Project could be for you!

We are a charity who formally registered in 2017. Before that we were based in France, where we supported refugees in the unofficial refugee camp known as the



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'Jungle' in Calais. We worked together with the people in the Jungle to provide medical assistance, tea kitchens, dedicated safe spaces for unaccompanied young people alongside raising awareness of the human rights abuses of the people there. The 'Jungle' was demolished in 2016, and since then we have been working with and alongside young people who are now here in the UK.

Now based in the heart of Brighton, we deliver award-winning services for young people from refugee backgrounds. Since we became a UK-based charity, our services have gone from strength to strength and we're excited to be expanding our skilled team to develop our services further, providing more vital support to young people.

We are proud to have built our services in response to ideas from young people in order to address their most urgent needs around friendship, education, casework and advocacy. Together, we aim to raise awareness around the rights of young refugees and to promote collective action, which we believe is necessary to end the hostile environment and negative rhetoric that surrounds young refugees.

We are looking for people who will listen to - and learn from - young people. We are looking for those who believe in change, and are willing to stand up for it. Most of all: we are looking for people who are happy to 'budge up' or step aside to make space for young people at the table.

If you would like to see our latest annual report, you can read this [here](#).

I look forward to reading your application!

Kindest Regards,

Elaine Ortiz - Founder and Director of the Hummingbird Project





Our Services:

Our Hummingbird Office is based at the BMECP Centre in Brighton, where we run all of our in-person sessions.

Young Women's* Group: A dedicated space for young women who have experienced forced displacement and/or trafficking. This is a brand new service launching in the Autumn of 2024! The Young Women's Group will be co-produced with young women, to ensure that the interests, aspirations and empowerment of young women are at the heart of the service.

**Please note that when we state 'women', the Hummingbird Project includes all those who identify as women within this. We always operate from a trans-inclusive standpoint. The group will also welcome young people who are non-binary but have had lived experiences as women.*

Global Social Club: Each week, members have fun, celebrate diversity, build friendships and share culture and creativity. It's a safe and supportive environment and, alongside the activities, specialist support and advice is available. We have welcomed over 150 young people since we started and been recognised as the UK's first Youth Club of Sanctuary.

Learning Space: A dedicated space led by qualified teachers. It's a chance for young people to bring their homework and learn in addition to their regular education they receive at school or college. If young people have a specific learning interest they want to take further, our educational team can support them to find ways to do this.

Be Well, Be Heard: A specialist 1:1 support service. We work with young people to offer practical support around issues affecting their wellbeing, connecting them to appropriate mental health and other specialist services. This service works responsively and holistically to meet the needs of young people. We offer vital support to young people experiencing issues of trauma through 1-1 work, including advocacy around delayed or failed asylum cases. We work in partnership with our community and other professionals with a multi agency approach.

Young Leaders: This award-winning service incorporates training in leadership and campaigning skills. Young Leaders have worked together to raise awareness on issues facing



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other refugees in the UK and Europe and have campaigned to create positive change. In 2019, Young Leaders received the 'Community Campaigners of the Year' award from the UK Parliament, selected by John Bercow (then Speaker of the House) at the Houses of Parliament.



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Job Description

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Location:	BMECP Centre, 10A Fleet Street, Brighton BN1 4ZE Up to 1 day flexible working will be considered after probation.
Reports to:	Be Well, Be Heard Team Leader
Closing date:	Midday Monday 30th September 2024
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Start Date:	ASAP
Annual leave:	28 days plus bank holidays (pro-rata) Wellbeing week (1 week full service closure). You can read more about Hummingbird's Culture of Wellbeing here . Christmas break

The Hummingbird Project

The Hummingbird Project is a youth-centred organisation that aims to provide trauma-informed services and promote youth-led action that is underpinned by our shared belief in human rights.

Our services support young refugees, between the ages of 14 and 25, many of whom arrived in the UK as unaccompanied children.

Our vision is a community standing together for the rights and protection of young refugees.



Purpose of the role:

The Hummingbird Project is looking for an experienced support worker / caseworker to join our team.

The Specialist Support Worker provides holistic and trauma-informed casework, advice and support to young people aged 14 to 25 years, who access Global Social Club (GSC).

The Specialist Support Worker will attend GSC on a weekly basis, and provide a triage and initial assessment of up to 4 young people, per drop-in session. They will then undertake a case management review with the BWBH Team Leader to assess the young person's suitability and priority for longer-term support from the BWBH team.

Our 1:1 work focuses on supporting young people to be well and to be heard and links into our casework services. This role offers vital support to young people through individual sessions and advocacy around their wellbeing and rights.

Global Social Club

Global Social Club (GSC) is a lively youth group, meeting weekly on Mondays from 5-7pm in central Brighton to offer a warm space of welcome for 14-25 year olds from around the city and around the world. GSC is the UK's first Youth Club of Sanctuary.

The group is run as a semi structured session designed to support young people to connect meaningfully and develop friendships with embedded opening and closing practices, facilitated activities, a shared dinner and informal time to hang out.

GSC is our only service that is open to all young people (not only specific to young refugees) offering a space for connection for young people across a spectrum of vulnerability. The role includes working directly with resilient young people from a range of backgrounds with a range of English language abilities, some of whom will be very new to the UK and going through the asylum process.

Through GSC we strive to create a group for young people that fosters community, supports positive wellbeing, celebrates diversity, increases confidence and skills and offers an informal space to learn from each other, exchange cultures, practice English and access support.



Global Social Club is run in partnership between The Hummingbird Project and Pathways to Independence. All partners contribute staffing and support to the project with The Hummingbird Project acting as lead partner. GSC was designed in 2017 in response to the requests of young people and remains a responsive, evolving and youth centred service.

Job Responsibilities:

- To participate in GSC alongside young people, connecting and engaging them with friendliness and openness.
- To contribute to a warm, welcoming, relaxed and safe atmosphere for all.
- Respond to safeguarding concerns that arise, in accordance with Hummingbird's Safeguarding policy and procedure.
- Advocate for the rights of young people and support them to speak out about matters which are important to them.
- Enable positive and respectful relationships with young people through casework.
- Maintain and manage a caseload of young people with complex needs, providing tailored support to individuals.
- Keep up to date and accurate casework records on the Hummingbird database (Lamplight).
- Attend weekly case review meetings with the Be Well, Be Heard support work team.
- Provide advocacy and casework support using a holistic trauma informed approach.
- Maintain confidentiality and clear boundaries in groups and in handling casework.
- Involve young people in decision-making and in providing feedback to yourself and the organisation.



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- Work with the BWBH Team Leader to make any adaptations to the service to allow for better inclusivity, knowledge building and accessibility for young people from a refugee background.
- Make referrals to external specialist support services when work is outside of Hummingbird's scope/regulation, for example referring to housing, immigration and asylum, and community care solicitors, specialist mental health services, hosting schemes etc.

Working externally

- Work in partnership with community organisations, local authorities and other stakeholders.
- Develop and maintain networks and collaborative working relationships with existing and potential partnership organisations.
- Attend and contribute to meetings with partners and multi-disciplinary workers where it can benefit young refugees and/or the Hummingbird Project organisation.
- Use opportunities that arise for raising awareness of the needs of young refugees.

Self care and development

- Uphold Hummingbird's culture of wellbeing and development by attending team meetings, line manager 1:1s, external clinical supervision, BWBH group clinical supervision, and team reflective practice sessions.
- Undertake training and self-development to develop skills and ensure an accurate knowledge and understanding of the issues facing, and policies affecting, refugee, asylum-seeking and recently arrived young people.

Other

- Maintain accurate records, contact details and information as required by the organisation.



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- Work with and adhere to all organisational policies and procedures, including but not limited to: Health and Safety, Behaviour Code, Lone Working, Child Protection and Safeguarding.



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Person Specification

About you!	Essential/Desirable	Method of assessment
Have a passion for Hummingbird's mission and youth centred work.	Essential	Letter/ interview
<p>Lived experience that relates to the young people such as racism, or going through the asylum process.</p> <p>(We appreciate that candidates may not have 100% of the advertised skills and experience. We encourage applicants with lived experience to apply even if you do not meet all specifications and we will commit to giving you feedback if you are not shortlisted)</p>	Desirable	Letter/ interview
Experience of working with refugee, asylum- seeking and unaccompanied young people in the UK and/or in Europe.	Essential	Letter/ interview
Substantial experience of delivering casework/advice and/or advocacy support to vulnerable young people.	Essential	Letter / interview
Working knowledge of UK asylum / immigration legislation.	Desirable	Letter /interview
Awareness of the impact of trauma and a commitment to providing a trauma-informed service.	Essential	Letter /interview
Knowledge of casework management, confidentiality, and data protection procedures.	Essential	Letter /interview
Knowledge of key services including statutory and non-statutory.	Essential	Letter /interview
Experience of dealing with safeguarding and child protection matters.	Essential	Letter/ interview
OISC/Counselling/Youth Work or relevant qualification.	Desirable	Letter/ interview
Experience of, or relevant training in anti-oppressive /	Desirable	Letter/ interview



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anti-discriminatory working practices.		
Are up to date on policy and legislation affecting refugee and asylum seeking young people.	Desirable	Letter /interview
Have worked within mental health or wellbeing services.	Desirable	Letter /interview

Special Conditions

All applicants will need to provide 2 references. As the post for which you are applying involves working with children, young people and/or vulnerable adults, any offer is conditional upon a satisfactory enhanced criminal records disclosure from the Disclosure and Barring Service (DBS).

The post requires the ability to commit to out of hours work every Monday (except Bank Holidays) usually finishing by 8.30pm and travel for activities with young people and other organisations, particularly in Brighton and Hove with occasional travel across East and West Sussex or more widely in the UK. All travel expenses will be reimbursed.

Must have the legal right to work in the UK.