



Dear applicant,

Regarding: Specialist Support Worker

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

Hours: 4 days per week, Monday - Thursday

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 '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 harsh reality that was imposed on refugees by the UK and French Governments . The 'Jungle' was demolished in 2016, and since then we have been working with and alongside young refugees here in the UK.



Hummingbird Refugee Project

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', and offer young people a seat 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





Hummingbird Refugee 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 other refugees in the UK and Europe and have campaigned to create positive change. In



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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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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 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. The project is based in Brighton and works with those living in the city and across East and West Sussex.

As well as our direct services for young people, we actively campaign for the rights and protection of young refugees at a local and national level.



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

Main purpose of the role

The Specialist Support Worker provides holistic and trauma-informed casework, advice and support to young people aged 14 to 25 years, working closely with the community, statutory and voluntary organisations to ensure that the immediate and longer term needs of young people are met.

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

Key responsibilities

Casework and services

- 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 and supporting Hummingbird Groups.
- Provide advocacy and casework support using a holistic approach.
- Maintain and manage a caseload of young people with complex needs, providing tailored support to individuals.
- Effectively manage a caseload through attending weekly support worker catch-ups with the Be Well, Be Heard Team Leader.
- Maintain confidentiality and clear boundaries in groups and in handling casework.
- Involve young people in decision-making and in providing feedback to you and the organisation.
- Maintaining accurate and up to date casework records on the Hummingbird database (Lamplight).
- Work with the BWBH Team Leader to make any adaptations to the



Hummingbird Refugee Project

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 personal clinical supervision, BWBH group supervision, team meetings, reflective practice and line manager 1:1s.
- 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.

Person Specification

About you!	Essential /Desirable	Method of assessment
Have a passion for Hummingbird's mission and youth centred work.	Essential	Letter/ interview
Lived experience that relates to the young people such as racism, or going through the asylum process. (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)	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	Essential	Letter/



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protection matters		interview
OISC/Counselling/Youth Work or relevant qualification	Desirable	Letter/ interview
Experience of, or relevant training in anti-oppressive / anti-discriminatory working practices	Desirable	Letter/ interview
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

The post is subject to a satisfactory criminal records disclosure from the Disclosure and Barring Service (DBS).

The post requires the ability to travel for meetings with young people and other organisations, particularly in Brighton and Hove with occasional travel across East and West Sussex. All travel expenses will be reimbursed.

Must have the legal right to work in the UK.