JOIN OUR MISSION

FOR CHILDREN AT RISK ON THE STREETS

YOUTH OUTREACH AND COMMUNITY WORKER (LONDON – WATERLOO)

RAILWAY CHILDREN – RECRUITMENT PACK

RAILWAY children
No child lost to the streets

WE BELIEVE IN A WORLD WHERE EVERY CHILD CAN THRIVE, AWAY FROM A LIFE ON THE STREETS

Founded in 1996, Railway Children has dedicated over a quarter of a century to developing outstanding practice and services for street-connected children. Across India, Tanzania and the UK, hundreds of thousands of children are lost and alone on streets and public transport As we embark on our new strategy to 2030, we have ambitious plans to ensure no child is left behind, wherever we work.

Every year, British Transport Police identify around 10,000 children at risk on the UK rail network. It offers young people a means to escape whatever they are running from and a place of shelter that feels safe.

However, public transport can also deliver them to danger...

With strong relationships across the UK rail industry, Railway Children applies contextual safeguarding principles to make sure someone is on hand to intervene early and protect children before they come to serious harm.

Our Youth Practitioners create turning points in these young people's lives that help them on a path to a better future.

Together we can make our transport system a safe place for everyone.

WHO WE ARE

OUR MISSION

To safeguard children at risk of being lost to the streets by empowering families, communities and partners to create lasting change, ensuring every child can reach their full potential.

OUR USP

We are leaders in protecting the rights of street-connected children. We work with transport networks to reduce risk, intervene early and safeguard children before they face serious harm.

OUR GOAL

By 2030, we will have refined and enhanced our direct work to protect children and to demonstrate effective, impactful and scalable interventions that influence systemic change.

WILL YOU JOIN US ON THE JOURNEY?

WHAT WE STAND FOR

We stand for children

- The children who don't have a voice.
- The invisible children.
- The children struggling to survive on the streets around the world every day.
- The generations of children suffering repeated cycles of abuse.

WE STAND FOR CHILDREN, THEIR CHILDHOODS AND THEIR FUTURES!

These five values guide our work

NEVER GIVE UP
Face challenges head on.

HAVE COURAGE
Push boundaries.
Think big.

EARN TRUST
Be honest. Always act with integrity.

SHOW COMPASSION
Be kind and show respect to all.

NURTURE TALENT
Encourage growth.
Enable others.

THE ROLE

YOUTH OUTREACH AND COMMUNITY WORKER (LONDON WATERLOO)

Department: UK Programme Team

Location: Your base would be at Waterloo station with regular travel to other stations and some home working. This role involves working regular unsociable hours including evenings and weekends.

Work Pattern: Full time (working regular unsociable hours including evenings and weekends)

Salary: £32,000 +10% LW allowance

Responsible to: Youth Practice Service Manager

Responsible for: N/A

JOB PURPOSE

Work as part of a dynamic team of Railway Children staff and key partners to::

- Deliver a youth outreach project engaging and safeguarding young people in and around designated train stations, helping identify and safeguard young people under 18 years at risk of criminal and sexual exploitation, county lines, missing from home, homelessness or family breakdown.
- Identify and safeguard young people alongside rail staff, trained volunteers and by engaging with key partners such as British Transport Police, Train Operating Companies, Met Police, security Staff, , Youth Service and other local stakeholders

KEY RESPONSIBILITIES

Direct outreach work with young people in and around the designated station

- Identify opportunities to safeguard young people under 18 years at risk of criminal and sexual exploitation, county lines, missing from home, homelessness or family breakdown.
- Work effectively to safeguard young people alongside other local stakeholders including local youth services, Children's Social Care, Youth Service, Youth Justice Service etc
- Engage young people at risk in brief interventions to increase awareness of safeguarding and divert from risky situations
- Work regular unsociable hours including evenings and weekends - analysing data to target peak times that young people at risk are currently being identified.
- Creatively engage with young people – e.g. engaging with local schools and colleges, awareness-raising events and small groupwork to engage target audiences
- Refer young people needing additional support into our Intensive Youth Support programme and other local programmes and services.
- Support young people to access our Youth Participation programme which trains and supports young people with lived experience to develop a range of skills and eventually to become ambassadors for Railway Children
- Recruit, train and support volunteers to act as Safeguarding Champions in and around the station – supporting outreach work and campaigns and enabling us to increase our reach.
- Engage with Railway Children's Youth Forum and Youth Ambassadors to enable lived experience to inform the progress of the pilot

Work with partners to improve safeguarding in and around the station

- Engage and support local stakeholders in the community e.g. Train Operating Companies, British Transport Police, local retailers, Youth Services and Youth Justice Service.
- Develop and maintain effective relationships with partners, funders, and other agencies to support the delivery of the project.
- Spend time patrolling and engaging with BTP & other rail industry partners at stations to identify and address contextual safeguarding risks.
- Liaise and work with other local 3rd sector agencies and groups to raise awareness of safeguarding and vulnerability on the rail network.
- Work alongside other Railway Children UK staff and volunteers to deliver joint initiatives in the community e.g. awareness-raising campaigns to improve the safeguarding of vulnerable young people.
- Publicise and share the work of Railway Children at key locations, promoting key safeguarding messages and campaigns with rail staff, wider partners and members of the public.
- Deliver briefings and training to stakeholders in the local community and within the station community.
- Complete mapping exercises of key stakeholders and vulnerability concerns.

Key requirements of the role, including reporting and recording of work

- Use databases for the safe and effective recording of outreach work with young people, following guidelines and recording standards
- Engage in regular management oversight and supervision to gain support, guidance and to ensure positive outcomes are achieved for young people
- Access and use management support and expertise in the safeguarding of vulnerable children and young people
- Provide information for reports to managers and stakeholders to enable evidence to be gathered and analysed about the progress of the pilot
- Work independently in the project area following risk management protocols and within the lone working policies.
- Work creatively to generate project resources and materials as required.

KEY RESPONSIBILITIES

General duties (all staff)

- Uphold and work within Railway Children's policies and procedures.
- Conduct yourself in accordance with the rules of the Child and Adult Safeguarding Policy and Code of Conduct in your personal and professional life – which includes reporting suspicions of child abuse or any other breach of these policies.
- Actively promote and embody Railway Children's core values across the organisation and partners.
- Travel to Railway Children's field operations as and when required.
- Undertake any other duties, as appropriate to the post, as delegated by the line manager.

PERSON SPECIFICATION

Experience

- Experience of successfully proactively engaging and supporting vulnerable young people and families.
- Experience of developing productive relationships with a variety of organisations to support the needs of vulnerable young people and families
- Experience of working effectively with 3rd sector groups and local services in the community.
- Experience of working in an outreach or similar setting to creatively engage young people with a range of needs and vulnerabilities
- Experience of working effectively with partners to safeguard young people at risk
- Experience of recording your work using databases and reporting on your work against project targets
- Experience and application of Health and Safety and risk management procedures
- Experience of working with or managing volunteers is desirable

Education/Qualifications

- Relevant qualification in an appropriate discipline in working with children and families, community work or youth work is desirable.
- Relevant training in safeguarding and/or issues relevant to vulnerable young people and families is essential.

Knowledge and Skills

- In-depth knowledge and understanding of the issues vulnerable young people face such as running away and going missing, exploitation and abuse.
- Knowledge and understanding of the issues facing vulnerable young people at risk on the transport system.
- Excellent understanding of safeguarding processes and procedures.
- Ability to work creatively and independently in outreach environments.
- Able to handle sensitive and confidential issues with tact and diplomacy.
- Clear understanding of professional boundaries in your work with young people and adults
- Ability to be creative and find positive solutions to problems.
- An understanding and experience of implementing health and safety, data protection and best practice procedures as they relate to working with children, young people and vulnerable adults.
- Practical understanding of equalities and diversity guidelines and experience of applying its principles in the workplace.
- Excellent written, verbal and presentation skills
- Good IT skills (Excel, Word etc.) and ability to use databases to meet agreed standards

Aptitude

- Demonstrable commitment to and the ability to uphold and promote Railway Children's core values.
- Ability to follow key organisational policies and procedures including Code of Conduct and Safeguarding policy.
- Ability to work independently and using your own initiative, following Loneworking Procedures and risk assessments for agreed activities
- Ability to network and form positive relationships with a wide range of internal and external stakeholders.
- Solution-oriented and flexible with the ability to work proactively.
- Ability to form positive relationships with team members
- Willing to work regularly in and around the designated train stations and the surrounding area
- The role may require the worker to travel to other UK locations as part of the wider UK work and occasional overnight stays.
- This role does involve working regular unsociable hours including evenings and weekends

A GREAT PLACE TO WORK

THE BENEFITS

As well as helping some of the world's most vulnerable children and young people, there are some great perks if you're lucky enough to work for Railway Children.

Project visits

Where possible, we encourage our staff to visit our projects and experience the work we do. That could be here in the UK, in India or East Africa.

Time out

You will start with 25 days holiday per year to recharge the batteries. After three years this will increase by an extra day per year until you reach a very relaxing 30 days leave.

Pension

We offer a pension contribution of 6% of annual salary.

Birthday leave

One additional day of annual leave within the month of your birthday.

'Railway Children Day'

We might not be able to fund a Christmas party but because our Trustees value what we do, they grant an additional day per year where the office is closed, usually around Christmastime.

A culture we're proud of

Driven by our CEO, family values are at the heart of our culture and make Railway Children an incredible place to work. As well as a flexible working environment, it's one of the reasons why our staff retention is so impressive.

OUR PEOPLE PROMISE

All that we can achieve as an organisation is only possible because we have dedicated, skilled and courageous people. Their tenacity, passion and compassion create a culture that enables us to deliver incremental value beyond the resources we could ever have available to us. We know this, we witness it every day and therefore we strive to create an organisation that values them and their contribution.

As we set out to achieve life saving change for vulnerable children, we make our people a promise:

- We will ensure diversity and inclusion, following transparent, fair and rigorous recruitment processes that attract and encourage applications from a diverse range of candidates.
- We will support new people to fully settle into their new role and our organisation by providing a structured induction and integration programme.
- We will work with our people to identify their career and development goals and facilitate opportunities for growth.
- We will develop and implement a wide range of initiatives that ensure that our people are well-managed, supported, cared for and feel valued, listened to and included.
- When people leave, we will listen and learn and seek leavers to be ambassadors for Railway Children.

STILL INTERESTED?

HOW TO APPLY...

To apply for this position, please complete the application form and return it to **programmejobs@railwaychildren.org.uk**. Please include job title applied for in email subject. Please note that Railway Children will only accept applications made using this application form and will not accept CVs, academic certificates or covering letters.

Closing date:	Wednesday 23rd September
Online interviews:	Wednesday 30th September/ Thursday 1st October
In person interviews:	Wednesday 7th October/ Thursday 8th October

At Railway Children, we are committed to the safeguarding and protection of all those who come into contact with us in our work. We follow a range of procedures to ensure that only those who are suitable to work with children and vulnerable people are recruited to work for us. This post is subject to a range of background and reference checks including criminal records check.

Due to the number of applications often received, only those to be invited for interview will be informed of the outcome of their application.

Applicants who have not heard within two weeks of the closing date should assume they have been unsuccessful.

THANK YOU.

Registered charity number 1058991

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