

high

trees



Job Pack

**SENIOR YOUTH
AND PLAY WORKER**

Welcome to High Trees!

High Trees Community Development Trust was established by residents in 1998 to serve the needs of the local community in Tulse Hill. We were set up by local residents from St. Martins' Housing estate, who campaigned to bring the recently closed public library into community ownership.

Since then, High Trees has grown into a multidisciplinary charity. We continue to stay true to our founding vision, to deliver impactful services focusing on the needs of the local community.

Our 5 cornerstone support areas provide integrated services in:

- **Community Education & Training:** We specialise in delivering basic skills training to provide individuals with the skills they need for work and life, including ESOL, functional skills, ICT and vocational courses.
- **Employment & Careers:** We provide bespoke one-to-one employment support with experienced advisors who are experts in helping those with multiple barriers find work.
- **Research & Development:** Focusing on our partnerships, community-based research and sector capacity building support, our Research & Development team work across all services, teams and wider Lambeth to develop collaborative working practices and strengthen the sector.
- **Community Action:** We have embedded Community Organising within the locality to nurture and capacity build individuals and community groups to develop advocacy skills and empower them to take collective community action on issues that affect them, whilst also improving representation in decision making.
- **Children, Young People & Families:** Running the Tulse Hill Adventure Playground and working on the basis of early intervention, we deliver a range of services focused on play, study, coaching and social action aimed at improving the aspirations and well-being of children and young people.

High Trees strives to ensure our services remain firmly rooted in the local community, responsive to and driven by local need and always delivered in the spirit of partnership and collaboration.

SENIOR YOUTH AND PLAY WORKER

Job Description

Salary	£28,000 - £35,000 pro rata per annum
Hours	35 hours per week (will include session delivery until 7.30pm Monday-Thursday, and 2 Saturdays per month)
Location	Tulse Hill Adventure Playground, Greenleaf Close, SW2 2EY
Reporting to	Head of Children, Young People and Families

The Senior Youth and Play Worker will play a pivotal role in the Children, Young People and Families team, working as the senior practitioner and ensuring the smooth running of all our programmes and services. In this role you will be part of a small and dynamic team which delivers a wide range of programmes and activities, both from our adventure playground and within local schools.

The work of the Children, Young People and Families team is diverse, and current services include open access free play and youth activities at our adventure playground, school holiday programmes with trips and activities outside of the playground, coaching in local schools, our Young Leaders programme offering paid work experience to young people and working with our youth partnerships [Building Young Brixton](#) and [Lambeth Peer Action Collective](#). You will ensure these services are appropriately scheduled, monitored and reported on whilst working with the Head of Children, Young People and Families to plan and deliver service improvement. You will understand the wide-ranging challenges facing young people and will be flexible in adjusting your practice to meet these needs.

To be successful in this role, you will act as the senior practitioner in all our service delivery, advocating for children's right to play throughout our programmes. You will lead on the delivery and planning of all sessions, ensuring that the children and young people's ideas are central in the construction of a varied and engaging play environment. You will also monitor and evaluate activities in line with the Play Work Principles and requirements from our funders.

Role overview

- Be a strong leader of practice within the youth and play service, providing guidance and inspiration to the youth and play worker team.
- With the Head of Service, plan and lead service delivery across all our programmes, both at Tulse Hill Adventure Playground and our coaching within schools.
- Work closely with the Head of Children, Young People and Families to ensure the quality and continuous improvement of all areas of the service.
- Act as deputy in charge when the Head of Children, Young People and Families is not present.
- Develop and manage outreach work to promote the participation in our services of young people within the locality.
- Lead on active participation with our local partnerships, both at practitioner and service delivery level.



PERSON SPECIFICATION

The person specification is an idea of the skills, knowledge and experience required to carry out the job. It will be used in the short listing and interview process for this post.

Essential

- A minimum of 3 years' experience as a youth or play worker, including planning session delivery.
- Experience within a play, community or charity setting.
- An advocate for play.
- Ability to measure the impact of projects delivered.
- Ability to organise and prioritise multiple deadlines and manage routine administrative tasks.
- Strong interpersonal skills at all levels with an ability to negotiate effectively across organisational boundaries.
- Flexible and adaptable to new situations and able to motivate and inspire others.
- Willing and available to work outside usual office hours, including evenings and weekends.

Desirable

- Knowledge of the Playwork Principles and experience of putting these into practice.
- Level 3 qualification in either play, youth or childcare.

HOW TO APPLY

Please send a CV and covering letter (no more than 2 pages) giving an overview of your skills and experience, using the person specification as guidance. Please also attach the applicant monitoring form and the additional information form and send these across to recruitment@high-trees.org with 'Senior Youth and Play Worker' in the subject line.

All applications must be received by ... at 11:59pm.

QUERIES

If you have any questions about the role or High Trees, please contact recruitment@high-trees.org

Working at High Trees

We know our staff are our biggest asset and our biggest investment. Our small yet dynamic staff team of 30 have come to High Trees through a variety of paths; some have a long track record of work in the sector, others have brought in skills learned elsewhere and some have joined our staff through using our services. All share a passion for the work we do and a commitment to ensure our impact is meaningful for those we work with.

All our staff are supported to grow and develop through regular one-to-ones with their manager, a programme of organisation wide and individual CPD. They are given the opportunity to contribute to the work of the organisation as a whole rather than focused solely on the work of their team. We're proud of the fact that over 50% of our Management Team have been promoted from within our organisation.

Employee Benefits

- 35 days annual leave (inclusive of bank holidays and 3 Christmas days) rising by 1 day each year after 2 years' service (capped at an additional 8 days)
- Enhanced maternity/paternity/adoption leave after 2 years' service
- Save money off a new bike with the Cycle to Work scheme
- Up to 7% contribution to the staff pension scheme
- 24/7 Employee Support Line
- Clear pay structure with yearly increments (based on performance)
- Annual Staff away day
- Premium eye-care vouchers through Specsavers and season ticket loans

We know that if you're considering a role at High Trees, you are primarily driven by a desire to make impactful change and we hope you will consider joining our team.

