



NVR Practitioner



A Better future
www.youthoptions.org.uk



Empowering and inspiring

Children and Young People

Youth Options works with children and young people across Southampton and west Hampshire. We believe that all children and young people can achieve a better future if given the chance. You can help us achieve that vision.

Our mission is to support children and young people to engage, develop and become empowered to achieve a better future. We believe that every young person has the potential to realise their abilities and aspirations and make a valuable contribution to their communities.

We focus our work on three key areas:

Prevention: supporting children and young people to engage positively with their friends, family and local community, particularly in areas of need through street-based and centre-based youth work.

Targeted action: one to one and group support focusing on achieving positive outcomes including engagement children and young people in nature-based, outdoor learning.

Progression opportunities: supporting young people to take personal responsibility for their future through gaining qualifications, volunteer placements and employability programmes.

Why us?

Our staff care passionately about supporting children and young people. We see the potential in our staff and support everyone through training to ensure they have the skills they need to help children and young people achieve.

91% of staff say we are living our charity's values and behaviours.

- Generous annual leave (minimum of 32 days holiday a year, increasing with length of service)
- Additional time off at Christmas
- Fair rates of pay (starting salaries aligned to Living Wage Foundation)
- Company pension scheme
- Health care scheme
- Options for flexible working
- Annual staff away day
- Annual whole staff team building day
- Comprehensive and ongoing training
- Investors in People accreditation
- Christmas Party and other socials

Equality and Inclusion

We are committed to making sure Youth Options is a safe place for all our staff. Diversity and inclusion are celebrated across the organisation. Our aim is for all staff and volunteers to bring their true self into the work place.

Safeguarding

Our work with children and young people and keeping them safe is the most important thing we do. We are committed to the safeguarding of children in all areas of our work. Successful applicants will be expected to be compliant and sign up to our Safeguarding policy.



Our Values

Inspiring: We inspire children and young people to achieve their own potential.

Supportive: We create a supportive environment for children, young people, colleagues and partners.

Committed: We are committed to enabling children and young people achieve a better future.

Be the Difference

Contract Type: Permanent

Location: Eastleigh and across Hampshire

Hours: Up to 25 hours per week (preferences can be discussed)

Reports to: NVR Team Leader & Head of Targeted Support

Starting Salary: £21,255 - £24,375 (depending on experience)

The Role

We are looking to appoint an NVR Practitioner to join our delivery team. Your role will be to deliver early interventions including Non-Violent Resistance, with families who have identified multiple and complex needs. You will support, develop and engage children, young people and parents to realise their abilities, aspirations and make a valuable contribution to their communities.

The role will involve motivating and empowering families, particularly parents and carers, to establish and maintain effective and sustainable healthy lifestyles that lead to improved outcomes for children and young people.

This position requires a dynamic, enthusiastic and flexible person with experience of delivering Non-Violent Resistance with a range of families. You must have the ability to plan, monitor, implement and review ongoing support for young people and their families.



Collaborative working alongside our Youth Workers on the team and with professionals from other agencies is also required and you must be able to effectively communicate with other professionals who are supporting the family.

There are exciting opportunities within this role to extend your NVR training and experience further, with higher levels of training in NVR offered as part of the job role.

Some evening and occasional weekend working will be required.

All posts are subject to an Enhanced DBS Check.

Responsibilities

Families

- To deliver Non-Violent Resistance therapy in group, one to one settings and via Zoom/Microsoft Teams.
- To support with the completion of initial assessments with families and young people.
- To support with the development and implementation of a varied programme of interventions and activities to meet the needs of the children, young people and the family unit.
- To support with family focussed activities and services that empower and enable, with a strong focus on improving relationships between all family members and with wider support networks.
- To engage with and motivate families to identify and understand their needs, creating an action plan that is achievable and empowering, encouraging them to take the lead. Navigating families through their journey and explore with them the support options and choices available to them.
- To support with the engagement of children and young people in a process of personal and social development through individual support, educational support, outreach work, youth centre based work.
- To work with parents / carers to enable them to acknowledge and meet their own children's needs, develop life skills and reduce vulnerability.
- To provide up to date, accurate and relevant information with advice and guidance to increase family knowledge and commitment to behaviour change linked to their identified needs.



Staff and Partners

- To attend team meetings and liaise on a regular basis with the NVR Team Leader to ensure the needs of the families and young people are regularly reviewed.
- To attend internal and external meetings as required.
- To develop and promote partnerships that link to existing activities provided by partners from statutory, voluntary and private agencies.
- To effectively communicate with the Youth Support Workers (Children & Families), with the planning and delivery of the project(s).
- Maintain effective working relationships with referral agencies and collaborate to ensure that referrals are effective and timely, and that families have a positive experience of the process.

Monitoring & Evaluation

- To keep accurate records of sessions, individual meetings and actions taken in relation to children, young people and parents.
- To ensure the NVR Team Leader/Head of Targeted Support receives correct information for inclusion into relevant returns, monitoring and evaluation of projects and services.

General

- To keep up to date with Non-Violent Resistance based approaches.
- To attend regular supervision as required.
- To undertake relevant training as necessary to enhance personal skills and professional development.
- Support with meeting the outcomes of the project.
- To work evenings and weekends as required.
- To support the organisation in fundraising activities.
- Comply with any reasonable request from their NVR Team Leader and/or Head of Targeted Support.

Health and Safety

- To implement the health and safety policies for their area of work
- To ensure risk assessments are carried out for all activities undertaken in their area of work
- To identify and report safety related problems
- To ensure that the correct procedures are followed for incidents/accidents

Under the Health & Safety at Work Act, all employees are required to take care of their own health and safety and that of other employees in complying with their statutory duties. It is the responsibility of the employee to ensure that they are familiar with and work to the Youth Options' Health & Safety Policy.



Equality and Diversity

Youth Options operates under an Equality and Diversity Policy and it is the responsibility of the employee to ensure that they are familiar with this policy and understand their responsibility to adhere to it in their daily working practice.

Person Specification

Qualifications

- NVR Level 1 (Minimum)

Experience

- Experience of delivering Non – Violent Resistance with multi-stressed families
- Working with at risk or vulnerable children and families
- Working with outside agencies and organisations in a positive and professional manner
- Ability to plan, monitor, implement and review programmes of work with children, young people and families
- Experience of attending TAC/TAF/CIN/CP meetings

Knowledge

- Knowledge and understanding of safeguarding
- Understanding of the principles and practices of equality and diversity
- Understanding of the impact of multi-stressed families, trauma, and attachment insecurities.
- Understanding of harmful behaviours e.g. self-harm, eating disorders, domestic violence, school refusal, mental health problems, special educational needs etc
- An understanding of the diverse needs of socially excluded children and young people and the issues that lead to social exclusion

Essential Skills & Competencies

- Ability to plan, prioritise and manage own workload
- Ability to motivate others
- Excellent communication skills
- Ability to manage and lead group work sessions, face to face and online
- Ability to successfully manage and diffuse difficult situations
- Ability to overcome objections positively whilst remaining engaging and approachable
- Ability to positively impact and influence 'hard to reach' individuals
- Confident in supporting behaviour change

Personal Qualities

- Committed
- Supportive
- Inspiring
- Impartial, non-judgemental and approachable
- Team player
- Flexible and adaptable

Other

- Ability and willingness to work flexible hours including evenings and occasional weekends
- Ability to drive and access to own vehicle

How to Apply

Please complete a Youth Options application form and email to admin@youthoptions.org.uk; please use the job title and your name in the subject line of the email.

Timetable

1. Applications will be reviewed as they are received, and successful applicants invited to interview; we reserve the right to withdraw the advert early if we appoint prior to the closing date
2. Final deadline for receipt of applications: Applications will be reviewed on a rolling basis.
3. Applicants who have not already done so will be asked to complete an application form prior to interview in order to comply with safer recruitment guidelines
4. 1st stage interview will take place on: TBC on an individual basis with successfully shortlisted candidates

In your application e-mail, please highlight any dates when you will not be available or might have difficulty with the indicative timetable.



Queries

If you have any questions about the role or the application process, please contact admin@youthoptions.org.uk or 01794 525510

Pre-employment Checks

Employment with Youth Options will be subject to the following checks prior to your start date

- a satisfactory police record check to include a Disclosure and Barring Service (DBS) check
- receipt of two satisfactory references
- proof of eligibility to work in the UK

Youth Options believes passionately that children and young people should have the opportunity to realise their potential, no matter what their life circumstances. We empower them to develop their social and emotional well being, improve engagement with learning and make positive choices for a better future.

Each year we work with thousands of children and young people to achieve this aim.

Our highly skilled Youth Support Workers and Outdoor Learning Leaders inspire young people to realise their potential and connect with nature. We also work with families and run a number of preschools, breakfast, and after school clubs to help children get the best start in life.

A Better Future

Suite 3 Crescent House, Yonge Close, Eastleigh SO50 9SX
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Youth Options is a company limited by guarantee 3184237. Registered Charity No. 1056463.

**INVESTORS
IN PEOPLE**

