

4FRONT

Creative Support Worker

WELCOME!

Thank you for your interest in joining The 4Front Project as a Creative Support Worker. The 4Front Project is a member-led youth organisation empowering young people and communities to fight for justice, peace and freedom. The organisation was established in 2012 to provide a platform for those who have been impacted by violence to create change. We support members with experiences of violence and the criminal justice system to create change in their own lives, communities and society.

Over the last eight years, we have pioneered an approach that empowers those most directly harmed by violence and the criminal justice system to be at the forefront of a grassroots movement for change. Our holistic model has been designed specifically to support young people aged 13 - 25 with complex needs as a result of multiple systemic disadvantages and disproportionate exposure to serious violence. By advocating for a holistic approach to build peace, we are transforming the way in which society understands how to support young people who have been affected by violence and shaping the agenda around how to tackle the systemic causes of it.

We acknowledge the impact of racism and discrimination on our members and actively work to dismantle these systems, whilst supporting members to recognise their strengths and identify systemic barriers to their progress. In this way, we support 4Front members to make changes in their own lives, whilst exploring the inequity they've experienced and amplifying their voices to create systemic change. Becoming a member means joining a powerful youth-led movement for change that is transforming the way peace and justice are understood by centring healing, rather than punishment.

If you have a strong understanding of the impact of the violence, racial inequity and systemic injustice on marginalised communities and are passionate about empowering those most affected to create a change, then we can't wait to hear from you!



JOB DESCRIPTION

Job Title:	Creative Support Worker
Reference:	4FP206
Location:	Jahiem's Justice Centre, NW9
Reporting to:	Head of Youth Development
Hours:	Part time (TBC)
Contract:	6 months (with extension subject to funding)
Salary:	£23,000 - £25,000 (dependent on experience)

We are looking for an engaging and inspiring Creative Support Worker to provide outstanding support to 4Front members. You love creating safe and supportive spaces for people to explore their challenging life experiences. You are excited about challenging people to think critically about themselves, their communities and society and you enjoy supporting people to explore and build their identity. You care deeply about people and are willing to go the extra mile. You are skilled at creating space to express emotion and you can effectively hold emotion for others. You are not afraid to bear witness to people's pain and you have a contagious positive energy that uplifts people.

You understand the emotional impact of injustice and inequity on marginalised young people and are committed to helping them make sense of their emotions. You are dedicated to developing a thorough understanding of social injustice and actively addressing it. You are comfortable with conflict and have proven experience of managing difficult situations to successful resolutions. You see courage in vulnerability and believe in building the resilience of young people. Most importantly, you are committed to peace and you fundamentally believe in the potential to change, both at an individual and societal level.

You will be a visionary leader, seeing your work at The 4Front Project as a crucial part of your identity and purpose in life. You will be committed to upholding our vision, mission, principles and values at all times. You will be bold, actively contributing to a workplace culture that centres justice, healing, change and hope. You will play a fundamental role in supporting 4Front members to transform their own lives whilst amplifying their voices to effect systemic change.

KEY RESPONSIBILITIES

DELIVER IMPACTFUL SUPPORT

- Provide consistent, reliable, high quality support services tailored to meet the needs of young people with complex needs
- Build trusting relationships
- Protect vulnerable 4Front members and accommodate their mental health, learning difficulties, disabilities, and other needs by creating a safe and supportive environment where they feel accepted and welcomed
- Provide 4Front members with guidance and promote their personal, educational, health and social development through all interactions
- Work in partnership with 4Front members to create individual development plans
- Provide accountability to enable 4Front members to reach their goals and the desired outcomes they share with you
- Design a range of creative learning activities and tailored learning plans to support 4Front members to develop their creative interests and achieve their creative goals
- Provide guidance and support to enable 4Front members to build their creative portfolios and achieve creative qualifications
- Develop and deliver high quality creative workshops as part of the 4Front Creative Masterclass series
- Support the delivery of the 4Front Youth Activism Fellowship
- Empower 4Front members to build their identity, develop understanding and express themselves
- Raise 4Front members' expectations of themselves by developing extraordinary, life changing pathways to achievement and transformation
- Learn from and determine with members, the ways in which they may be at risk of harm and work collaboratively to develop measures that reduce risk
- Create a safe and appropriate environment, ensuring you carry out regular risk assessments for members, yourself and all relevant activities
- Confidently resolve conflict and manage difficult situations to successful resolution
- Identify where additional specialist support is required and support members to understand and access the services that are available to them
- Collect and maintain appropriate records using our database system, and ensuring that these are accurate, up-to-date, completed in a timely manner and secure
- Ensure all data is securely held in line with GDPR and our Confidentiality Policy and Consent Policy.
- Work closely with members to involve them in service design, delivery and evaluation ensuring that their voices are heard

You will also provide cover on occasion and undertake any other duties that may reasonably be requested of you outside of this role description.

PERSON SPECIFICATION

ESSENTIAL	DESIRABLE
First-hand experience of the issues we address through our work	Experience of working in an organisation which promotes the rights of vulnerable communities with multiple disadvantages
An understanding of social justice issues, systemic inequality and injustice, including the impact of the criminal justice system on marginalised communities	Experience participating in activism and campaigns
Experience working with young people who have been impacted by violence, injustice, inequality and disadvantage	Experience of supporting young people to achieve a qualification
Experience supporting people who identify as Black British, African, Caribbean and Mixed Heritage and a thorough understanding of the specific issues that affect these communities	Experience of monitoring and evaluation systems to measure programme impact
Experience delivering tailored one-to-one support and mentoring	Experience building and maintaining excellent relationships with community organisations and partners
Experience delivering specialist support in group settings	A valid driving license and a car
Experience in the creative arts (music, film, animation, photography)	
An understanding of safeguarding and child protection frameworks	
Experience of working robustly within challenging and unpredictable environments	
Excellent teamwork skills and experience of supporting and motivating others	

HOW TO APPLY

THE CLOSING DATE FOR APPLICATIONS IS THURSDAY 31ST DECEMBER 2020 AT 12.00PM

We would like this position to start as soon as possible.

Interviews will be conducted on a rolling basis, so we encourage early applications.

To apply for this position, please send:

- 1) A comprehensive and relevant CV
- 2) A supporting statement addressing the person specification
- 3) And either:
 - An essay answering the questions below (no longer than 750 words for each question).
 - A video of you addressing the questions below (no longer than 8 minutes in total).
 - 1) What do the words 'justice', 'peace' and 'freedom' mean to you and how have these concepts impacted your view of the world?
 - 2) What are your top three priorities for building equity in our society and how would you go about it?
 - 3) What does empowerment mean to you and how do you feel it can be incorporated as a principle in your work?

This will be reviewed by 4Front Members, Staff and Trustees.

There is a 2-stage selection process:

- 1) An initial video interview with 4Front Staff & Trustees (30 mins)
- 2) An interactive in person interview with 4Front Members and Staff (including a preparation task)

We are an equal opportunities employer and do not discriminate against candidates who may have previous convictions. We will also make reasonable adjustments for employees that may have access requirements.

Applications should be emailed to **info@4frontproject.org**. Please ensure that you quote the job reference number in the subject line of your email. If, after reading the application pack, you have any questions, please do not hesitate to contact us at **info@4frontproject.org**.

4FRONT

Tel: 020 3489 5654 | Email: info@4frontproject.org | www.4frontproject.org

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Registered Company No. 08880556 | Registered Offices: 4 - 5 The Concourse, Colindale, NW9 5XB