

# THE LARDER

## YOUTH WORKER INFORMATION PACK



The Larder West Lothian  
Registered Charity SC042554  
Company Number SC404466  
[www.thelarder.org](http://www.thelarder.org)

**Fighting Poverty and Hunger  
with Dignity.**

**We recognise that education is  
critical and food is empowering  
in supporting disadvantaged  
people to transition from  
surviving to thriving.**

**We Solve Tomorrow's Problems,  
Today.**

# ABOUT THE LARDER

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The Larder is committed to creating a more equal and just Scotland through the alternative economic model of social enterprise and calling for a Scotland without poverty, where everyone has the opportunity to achieve their full potential and the right to food is enshrined in Scots law.

We are a social enterprise that combats poverty and hunger, through 4 key strands:



## 01. TRAINING

for young people and adults who experience complex and multiple barriers to reaching their full potential.



## 02. SOCIAL FOOD

providing dignified responses to food insecurity and making sure no-one in West Lothian goes hungry



## 03. ENTERPRISE

projects that create solutions to social problems, improving life chances, the creation of living wage jobs and generating surplus to support the charitable aims of the organisation.



## 04. CAMPAIGNING

working with other charities to call on Governments for systemic changes that will eradicate poverty in Scotland .

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It is our mission to empower the most disadvantaged children, young people, adults and communities to improve their life chances, through access to learning and good food.

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**MISSION**

# OUR VALUES

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We live and breathe the values of Transformation, Compassion, Collaboration, Honesty and Quality, embedding these into every aspect of our organisation.



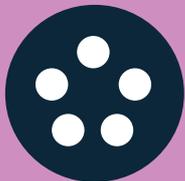
## TRANSFORMATION

We believe in the power of learning and food to create change for individuals



## COMPASSION

We make every effort to understand the feelings and emotions of every one of our beneficiaries.



## COLLABORATION

We recognise the importance of working with others to achieve change



## HONESTY

We act with honesty in leadership, decision making, policies and practice



## QUALITY

We provide high quality services supporting those most vulnerable in society.

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# ROLE PROFILE

**Do you want to work for a social enterprise that thrives on making a difference to the lives of the most disadvantaged young people, adults and communities? Are you passionate about all people being able to reach their full potential and generating creative solutions to the barriers they face?**

We are recruiting an experienced and dynamic Youth Worker to join our amazing training team and deliver a range of one to one and group work learning in West Lothian and neighbouring areas.

The role is instrumental in the continued development of our training academy for young people and adults who experience complex and multiple barriers to reaching their full potential. Last year we supported 238 learners with 100% telling us they were more confident, 83% gaining qualifications and 77% reaching a positive destination.

Our life skills and employability programmes provide longer-term, holistic support for disadvantaged young people, aged 15+ with the most severe, multiple and complex barriers to reaching their full potential, supporting them to engage with education, employment and training. We are a small, friendly can do team and we are sometimes all hands on deck, so you need to be flexible and willing to contribute to the success of the whole organisation.

The Youth worker will be responsible for planning and delivery of the programmes; recruitment; fostering positive partnerships with learners, colleagues and a range of organisations to offer a whole support and learning package.

The role will include supporting improved mental health & wellbeing, challenging discriminatory attitudes and behaviours, where relevant supporting the attainment of qualifications and helping learners to develop personally, socially, and educationally.

The post holder will work with learners on a one-to-one basis and in a group work setting in a face-to-face environment, responding to the needs of each participant to enable them to reach their full potential based on equality and respect for each other.

As a member of The Larder Team, you will be reliable, enthusiastic and capable of positive interaction with all stakeholders and colleagues and remain consistent with our company ethos and focus. You will have excellent communication skills, and able to engage with our trainees in an understanding and professional manner.

Experience for the role is required and a willingness to participate in further development is essential.

The post is rewarding and you will be part of a wider team that includes training and support staff based in various locations.

Travel outside the immediate Local Authority area may be required.



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# JOB DESCRIPTION

- Contribute to the creation of an inclusive, co-produced and compassionate learning environment,
- Support learners to assess their needs and develop an action plan, using a variety of tools and methods
- Develop and deliver group work and one to one sessions that enable learners to build confidence, develop skills and relationships and make informed lifestyle choices that will have a positive impact in their lives
- Project manage the learning journey including development, planning, promotion, recruitment, delivery, monitoring, evaluation and progression.
- As the Trauma Lead for the organisation, you will exemplify the compassion required to fully understand the needs of all of all learners and provide good practice training for colleagues.
- Work collaboratively with colleagues and partners to incorporate a range of activity into programmes, such as health and wellbeing, fitness, relationships, social and personal development.
- Develop relationships with young people based on respect and trust, ensuring they have a safe place to develop their identity and place in society
- Develop and maintain partnerships with public, private and third sector organisations to ensure that our learners have every opportunity to develop their personal, social and educational ability.
- Shared responsibility for capturing feedback from young people and stakeholders of the difference our learning makes.
- Adhere to all health and safety procedures to ensure safe and healthy learning

## **Managing Self**

- Time manage self and be able to balance conflicting demands and tight deadlines
- Work with the Director of Training to put in place a CPD plan. Take ownership of the CPD plan and ensure that it is implemented and regularly reviewed
- Work closely with colleagues to ensure full use of available skill sets and resources to ensure the best quality of services
- Develop personal networks and ensure that key members of this network are aware of the benefits of working in partnership with The Larder.

## **Shared Responsibilities**

- Participate in any staff review/performance management processes involving the identifying and meeting of training needs for self and others.
  - Take appropriate responsibility to ensure the health and safety of self and others.
  - Pursue the achievement and integration of equal opportunities throughout all activities.
  - Ensure that The Larder values are lived out by staff and young people
  - Undertake any other tasks and responsibilities appropriate to the level of this post.
  - Comply with all Larder policies and procedures
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This role will involve engaging with young people who will volunteer to access the support they need in their social and personal development and you will take part in training, supervising, working with and/or being in sole charge of children and young people. The successful applicant will therefore be required to be a member of the PVG scheme.

The Larder is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share and promote this commitment. This post will be subject to a successful disclosure application.

As a small organisation we offer the benefits of working in a team that is committed to making a difference to the people that we work with. We also offer the following terms and conditions:

- 29 days leave (inclusive of public holidays)
- 2 Health and Wellbeing days each year
- Company pension contribution of 3% (under review)
- Company sick pay scheme
- Opportunities to shape the future work of the organisation

**To apply for the post, please send a tailored CV and covering letter to Garry Walker, Director of Training at [recruitment@thelarder.org](mailto:recruitment@thelarder.org)**

**The covering letter should be no more than one A4 side and should set out why you want to work with The Larder, expanding on the specific skills that you would bring to the post and how they connect with our values.**

Job Title: Youth Worker

Reports To: Director of Training

Contract: Full-time, Permanent (6 months probation period)  
Will consider part time and/or flexible working

Hours: 37.5hours per week (weekend and evening work may be required)

Salary: £26,135 - £27,643

Location: West Lothian (May require travel outside of West Lothian to Central Belt Scotland)

**\*\*Closing Date: Friday 2nd December 2022\*\***

Interview Dates: shortlisting Monday 5th December and interview date Thursday 15th December. We will contact all candidates by Wednesday 7th December to confirm if selected for interview.

Requirements	Essential	Desirable
Qualifications		Degree in youth and community work or equivalent
Knowledge and Experience	<ul style="list-style-type: none"> <li>• A minimum of 2 years' experience of working in a youth work setting that included planning and delivery of programmes targeted towards young people's social and personal development in informal one to one and group work settings</li> <li>• Experience of individual needs assessment, monitoring and evaluation of individual change and programme success</li> <li>• Understanding how to establish boundaries, challenging behaviour and de-escalate conflict</li> <li>• The importance of safeguarding in providing a safe environment for young people</li> <li>• Experience of developing effective partnerships and networks at a local and national level to provide the most holistic support to young people</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of project management</li> <li>• Knowledge of Trauma informed, Adverse Childhood Experiences and Restorative Approaches of working with young people</li> <li>• Experience working in employability</li> <li>• Assessor qualification</li> </ul>
Skills	<ul style="list-style-type: none"> <li>• Good communication skills, both written and verbal</li> <li>• Ability to listen to and engage with young people in a positive, supportive, and challenging way.</li> <li>• Skills and knowledge of inclusive youth engagement techniques and strategies</li> <li>• Ability to work as part of a team to an agreed action plan.</li> <li>• Ability to handle sensitive issues with tact &amp; diplomacy.</li> <li>• Ability to develop and hold professional and positive boundaries with young people.</li> <li>• Strong IT skills</li> </ul>	
Personal Attributes	<ul style="list-style-type: none"> <li>• Self-motivated with a 'Can do' attitude</li> <li>• An ability to remain calm and maintain a positive outlook whilst working under pressure.</li> <li>• To be able to work as part of a wider team.</li> <li>• Flexible and adaptable to the needs of the young people</li> <li>• Creative &amp; Innovative</li> <li>• Commitment to continued learning and development.</li> <li>• Promotes equal opportunities</li> <li>• To be able to work outdoors when required.</li> </ul>	<ul style="list-style-type: none"> <li>• Clean driving License</li> </ul>

# THE LARDER

Kirkton House  
1 Allen Rd  
Livingston  
West Lothian  
Scotland  
EH54 6TQ

recruitment@thelarder.org  
01506 412819

**[www.thelarder.org](http://www.thelarder.org)**

@LarderTraining



Scottish Charity Number SC042554  
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