

Job Description

Flexible hours bank staff worker in charity-run residential accommodation for unaccompanied asylum-seeking children aged 16-18. (£12 per hour)

Who we are

Enthum House, is a 24/7, 365-day residential setting. We provide person-centred support and safeguarding for up to fourteen unaccompanied young people aged 16-18, who are seeking asylum in the UK. We are an equal opportunities employer and welcome applicants from diverse backgrounds.

Purpose of role

- Be part of the team providing daily person-centred support to our young people
- Support young people with integrating in the UK
- Play a role in helping young people to recognise their individual potential by supporting their talents, educational and career aspirations.
- Advocate for and support a young person to ensure their best interests and choices are at the heart of our work
- Contribute to a culture of high level of service delivery at all times
- Contribute to the safeguarding of all the young people we support
- Be part of the safeguarding process for our young people and help mitigate risks and deliver strategies for keeping them safe
- Supporting young people with general life skills such as shopping, cleaning, cooking etc
- Write daily case notes to log our work with young people
- Contribute to other paperwork as required
- Attend regular team meetings
- Support the running of our residential properties by undertaking cleaning and general maintenance tasks as required
- This job role operates on a shift basis and will include evening, weekend and holiday working.
- This role will include lone working.

Key Responsibilities

Safeguard, promote and support the welfare and individual needs of the young people living in Enthum House.

- Build supportive, respectful and trusting relationships with young people.
- Contribute to identifying and mitigating risk.
- Follow guidance to ensure that relevant documentation is up to date and relevant.
- Work in partnership with the Enthum House staff team and managers, the placing authority and relevant outside agencies.
- Work within a trauma-informed environment to support our young people. .
- Challenge inappropriate behaviour and promote positive interactions, in line with our policies and procedures.
- Be aware of the cultural background and personal journeys of each young person and support their effective and appropriate transition into living in the UK.
- Understand and contribute to mitigating the risks of exploitation our young people are exposed to in the real world and online.
- Understand and be up to date with changes in safeguarding legislation.
- Give young people the opportunity to express their views and ensure they are heard.

Motivate, inspire and encourage young people to realise and achieve their full individual potential

- Support the physical, emotional, behavioural, cultural and educational development of our young people.
- Support young people towards living more independently once they move on from Enthum House.
- Be aware of and follow each young person's support plan
- Be part of a community that encourages lifelong learning and personal development.
- Support young people's self-development and integration, offering clear and safe boundaries within a consistent and coherent team approach and in line with our organisational values.
- Support young people to access appropriate health services.
- Encourage young people's self-confidence and self-belief.
- Support young people to engage in individual and group activities, including house meetings.
- Support young people's physical and emotional needs.
- Support young people prepare for independent living, including learning how to budget and plan.

- Encourage and support young people in their educational and extra-curricular activities.
- Encourage and support young people to participate in organising social activities, events and workshops, both in-house and in the wider community.
- Support young people in cultural and religious practice.

Operational

- Uphold the aims, mission, values and objectives of the Enthum Foundation.
- Work collaboratively with Enthum House management, colleagues and external practitioners on daily basis.
- Attend team meetings as required. (Please note some of these may take place outside of your scheduled shifts).
- Attend clinical supervision as a personal commitment to best practice.
- Communicate effectively to support a collaborative and coherent approach to our work.
- Contribute to ensuring that young people's records are accurate and up to date.

General Responsibilities

- Represent Enthum House in a positive manner while establishing and sustaining multi agency relationships.
- Communicate effectively and positively with other practitioners and professionals.
- Ensure all communication, whether in writing, by telephone, electronically or in person, complies with current GDPR regulation.
- Be aware of your own and other people's professional boundaries.
- Implement Enthum House, policies and procedures at all times.
- Actively challenge and report discriminatory practice.
- Ensure that all work undertaken by yourself is to the highest professional standard and in the best interest of the young people.
- Lead by example with honesty, integrity, authenticity and accountability.
- Have an overview and understanding of the range of organisations and individuals working with unaccompanied asylum-seeking children (UASC) in the UK and current legislations.
- Attend clinical supervision as required by Enthum House managers.
- Attend group supervisions as required by Enthum House managers.
- Attend management supervisions as required by Enthum House managers.
- Attend and complete all training required by Enthum House managers.

The duties as outlined in this job description are not exhaustive and may change from time to time due to the changing nature of the working environment and UASC's needs and requirements. You are expected to carry out all appropriate



tasks necessary to meet the needs of the service, or as may be requested by Enthum House's residential manager or the Enthum Foundation management.

Person Specification

Listed below are the objective criteria, specific to this role, used to assess each candidate

and determine suitability for appointment. To be shortlisted you must clearly demonstrate in a written statement how you meet the Essential and Desirable Criteria required.

The list indicates at which stages in the selection process the criteria will be assessed:

Application Form	AF
Interview	I

Experience	Essential /Desirable	Evidence
Prior experience of working with young people who have experienced trauma and/or significant life challenges	D	AF/I
Prior experience of working with UASC or refugees in a residential setting or outreach programme.	D	AF/I
Prior experience of working in a residential setting with young people.	D	AF
Ability and experience in embracing multi diversity and/or personal refugee background.	E	AF/I
Awareness of the challenges facing UASC in society and how complex trauma and cultural identity impact on behaviour.	D	AF/I
Knowledge of community-based risks and the issues involved in Child Sexual Exploitation, Trafficking and Radicalisation with up-to-date knowledge of relevant safeguarding legislation and procedures relating to young people	D	AF/I
The ability to create positive relationships with young people and advocate on their behalf while keeping within clearly understood boundaries and hold a strong belief in the possibility of their personal development and personal breakthroughs	E	AF/I
The ability to identify risky behaviour and the potential for harm and make timely interventions, as well as be proactive in enabling young people to recognise and avoid risks to their safety	E	AF/I
Supporting the management in conflict/crisis situations, making sound decisions and correctly following safeguarding protocols.	E	AF/I
Excellent interpersonal and communication skills and ability to adapt your methods/style of communication with the ability to support the resolution of conflict.	E	I
A clear commitment to equal opportunities including the ability to challenge discriminatory practice and to promote equality and multi diversity in service delivery.	E	I
Accurately record, summarise, report and share information in line with data protection and confidentiality requirements	E	AF/I

Willingness to undertake additional training in aspects of UK asylum law, cross-cultural integration, counter-radicalisation	E	I
Work has clear direction in its commitment to person centred support of young people.	D	I
Good literacy and numeracy and competence in the use of IT applications	E	AF/I

We are an equal opportunity employer and value diversity in our team. We do not discriminate on the basis of race, religion, colour, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status and we actively encourage and welcome applications from under-represented groups. Diversity and lived experience is a strength in teams.

Proof of eligibility to work in the UK is required.

The recruitment process following shortlisting will include

- Formal interview with a panel of Enthum House manager and senior staff.
- Interaction with young people (if required).

We look forward to receiving your application.

Reports to	House Manager
Salary	£23,000 pro rata based on 20 shifts per month
Location	Eastbourne

Job Ad



Enthum Foundation, a UK registered charity, is looking for a brilliant, experienced and motivated bank staff worker to join its dedicated team at Enthum House.

We are a 16+ supported residence for unaccompanied asylum seeking children and are looking for additional team members to help deliver an exceptional service to young people with complex and diverse needs, from a variety of backgrounds.

This position requires someone dedicated to safeguard young people and inspire them to achieve their potential. You must be a proactive, resilient and flexible team worker with excellent communication skills and a great capacity to complete written records and paperwork accurately.

This position incorporates lone working, evening and weekend shifts as part of a rota schedule.

Experience of working with asylum-seeking children and refugees, within a residential setting, as well as coming from a trauma-informed therapeutic background, is desirable but not a necessity.

The post holder will demonstrate integrity and a strong philosophy of support including understanding of attachment disorders.

We are looking for an inspired and committed new team member, who can take on the initiative and help ensure that Enthum House continues to achieve its mission, vision and values.

The Enthum Foundation offers annual leave pro rata, ongoing training opportunities and a 24-hour independent Employee Assistance Service.

Registered UK Charity Number: 1135493