



POSITION DESCRIPTION

POSITION TITLE	David Scott School - Youth Worker
DIVISION	Community Programs
DEPARTMENT	David Scott School
REPORTS TO	Head of Wellbeing & Engagement

ORGANISATIONAL PURPOSE

Our vision at the Brotherhood of St Laurence (BSL) is for an Australia free of poverty. We pursue lasting change for a fairer and more compassionate Australia.

Our organisation employs over 1,500 staff and is supported by 1,000 volunteers. We partner with governments, business, and other organisations to address poverty across the nation.

Our work is varied. We deliver services to build capability and confidence across the life course, from the early years, youth, and employment to services for people with disability and for older people in Australia. Our Op Shops and social enterprises are well known. So too are our programs that support digital literacy, energy efficiency and financial wellbeing. We research the causes and effects of poverty and connect policy, practice, and research to advocate national, state, and local policy solutions for people experiencing disadvantage.

BSL is committed to child, young people and vulnerable adult safety. We want all vulnerable people to be safe, happy and empowered. We support and respect all children and vulnerable adults, as well as our staff and volunteers. We are committed to the safety, participation, and empowerment of all our program participants.

DAVID SCOTT SCHOOL CHILD SAFETY

The David Scott School (the “school”) is a child safe employer and is committed to the welfare of young people and their protection. All potential employees and volunteers will be required to comply with the School’s Child Safe Policy and Code of Conduct.

All staff at School are expected to be well informed and actively engage in their obligations in relation to the school’s Child Safety Program. The School’s Child Safety Code of Conduct is incorporated in the staff employment cycle from recruitment and reference checking to induction, probation review processes, supervision, and regular staff training.

Employment with the School includes compliance with the Child Safety Statement.

Child Safety Statement: David Scott School

- actively works to listen to and empower children
- has systems to protect children from abuse, and will take all allegations and concerns very seriously and responds to them consistently in line with the organisation’s policies and procedures

- is committed to promoting physical, emotional, and cultural safety for all children
- is committed to providing a safe environment for all children.

DEPARTMENT PURPOSE

In 2017, the Brotherhood established the David Scott School (the “School”), based on the work which had been undertaken in delivering Community Victorian Certificate of Applied Learning (VCAL) at the Brotherhood’s High St Centre. The School’s vision is to ensure that all young people receive a high quality education that empowers them to reach their potential and equips them for a good life.

The School delivers an integrated education program to meet the literacy, numeracy and personal development needs of young people (aged 15-19) in the Frankston and Mornington Peninsula region who are unable to participate in mainstream schooling.

The School delivers an evidence-based, innovative applied learning model informed for re-engaging and maintaining young people in education, and in preparing them for the work and/or further study.

The School also provides career pathways support as well as integrated well-being support for students facing barriers and challenges (family issues, substance abuse, health, housing, financial issues) to completing their education.

POSITION PURPOSE

To support students in becoming change ready by improving their social and emotional capabilities, their engagement in education and the wider community through the reduction of barriers and empowering them to reach their full potential.

Within the School’s Wellbeing and Engagement Team, the Youth Worker’s primary purpose is to support students to identify and manage psychosocial issues, including trauma, which may negatively impact their learning readiness, while also building upon their strengths to achieve learning goals.

KEY RESPONSIBILITIES

- Support students within the classroom to integrate, engage and connect in a personalized school program, assisting young people to meet school expectations.
- Collaborate alongside the Teaching and Learning Team to create a safe space for students to engage with learning.
- Provide individualised practical and restorative support to students.
- Actively contribute to the school’s flexible and responsive multi-disciplinary team, including driving ongoing Student Support Group meetings, documented Care Plans, Review Meetings and liaising with informed key members of the young peoples’ community.
- Liaise and support connections with students and families to internal and external services.
- Identify, develop, and implement individual and group programs in response to the identified wellbeing needs of students.
- Support the Teaching and Learning Team with internal and external school activities.
- Actively participate in parent information evenings.
- Record significant interventions with students and contact with parents/workers onto Compass student management system.
- Other duties as negotiated and required.

KEY SELECTION CRITERIA

Essential

- Demonstrate knowledge and experience in the application of practical and restorative support to vulnerable young people.
- Theoretical knowledge of the causes of educational disengagement and psychosocial barriers that young people experience.
- Demonstrated ability to contribute to the assessment of individual student needs and, in development of case plans, individual learning plans and appropriate interventions for young people.
- Capacity to work effectively as part of a Care Team / Teaching and Learning Team to improve engagement, learning readiness and achievement of academic goals.
- Demonstrated skills and experience in building and maintaining professional relationships with young people, supporting boundary setting and regulation associated with behavioural expectations.
- Demonstrated ability to develop, maintain and facilitate networks and community partnerships.
- Excellent interpersonal, written and verbal communication skills.
- Well-developed time management and organisational skills, including the ability to plan workload, prioritise and adapt to changing demands.
- Demonstrate a commitment to BSL's quality framework and culture by participating in and promoting quality actions through continual improvement activities.
- Maintain a safe work environment and ensure steps are taken to prevent unsafe work practices in accordance with BSL policies and procedures.

Personal Qualities

- A commitment to maintaining and supporting child safety, equity, inclusion, and cultural safety. You will be required to abide by the Child & Adult Safeguarding Policy and the Code of Conduct as well as all related child safe policies and procedures
- Understanding of and empathy with the values and ideals of the Brotherhood of St Laurence

Qualifications/other

- A relevant tertiary qualification in youth work, education, social services, or related discipline

The description of the position is a guide to the duties of the professional activities needed to undertake the position successfully. A review of the position description may occur, and it may be amended from time to time as organisational needs change. Changes to the position description will be consistent with the purpose for which the position was established.

SCOPE OF RESPONSIBILITY

- Direct Reports - N/A
- Indirect Reports – N/A

MANDATORY EMPLOYMENT CRITERIA

- Proof of eligibility to work in Australia is required

- A satisfactory Police Check is required - BSL will support successful candidates in this process.
- a Working with Children Check is required - BSL will support successful candidates in this process.