



Job Title: LGBTQ+ Sessional Worker (Zero Hours)

Location: High Wycombe

Hours: 3 hours per week, mostly evenings. Some additional hours possible for one-off events and activities

Salary: £14.50 per hour, plus rolled up holiday pay

Reports to: Young People's LGBTQ+ Officer

Job Description

Job Purpose

To provide a safe, welcoming and inclusive environment for LGBTQ+ young people attending the YES's youth group. You will work with the Young People's LGBTQ+ Officer to support young people to build confidence, develop positive relationships, improve wellbeing and access appropriate information and support.

The role involves co-facilitating group activities, planning and executing ideas for activities, offering informal one-to-one support during break-out time at the group, promoting inclusion and helping create a space where every young person feels respected, valued and able to be themselves, as well as has fun at the group.

Key Responsibilities

Youth Group Support

- Support the delivery of weekly LGBTQ+ youth group sessions.
- Help create a safe, positive and inclusive environment for all participants.
- Encourage young people to participate in activities and discussions.
- Build positive, professional relationships with young people.
- Promote respect, equality and acceptance within the group.

Young People's Support

- Provide appropriate one-to-one support and information where needed.
- Listen without judgement and signpost young people to specialist services where appropriate.

- Recognise safeguarding concerns and follow organisational safeguarding procedures.
- Support young people with differing communication styles and additional needs, including those who are neurodivergent.

General

- Complete brief session records and incident reports where necessary.
 - Maintain appropriate professional boundaries and confidentiality.
 - Promote the YES's values of inclusion, respect and equality.
 - Comply with all organisational policies, including but not limited to safeguarding, health and safety, equality, confidentiality and data protection.
 - Undertake any other reasonable duties appropriate to the role.
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Person Specification

Essential

- A member of the LGBTQ+ community, bringing lived experience and an understanding of issues affecting LGBTQ+ young people.
- Aged 18 years or over.
- Passionate about supporting young people.
- Committed to non-judgemental, inclusive and person-centred practice.
- Comfortable working both with groups and providing ad hoc one-to-one support within the group as required.
- Able to build trusting relationships with young people from diverse backgrounds.
- Understanding of equality, diversity and inclusion.
- Awareness of neurodiversity and ability to adapt communication and support to meet different needs.
- Unequivocal commitment YES's values
- Good communication and interpersonal skills.
- Reliable, approachable and able to work as part of a team.
- Willingness to undertake safeguarding and other mandatory training.

Desirable

- Experience of working with young people (paid or voluntary).
- Experience of facilitating groups or youth activities.
- Basic understanding of safeguarding and professional boundaries.
- Mental health awareness or experience supporting young people's wellbeing.