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Youth Work Practice - Theory of Youth Work PART 2



RECAP - What did we look at last week?

- Youth work approaches
- Purpose of Youth Work
- Community – helping young people to engage better in their community, what does this mean, examples?

Theory of Youth Work

Aim of this lesson:

- Understand key principles of youth work
- Describe the skills, knowledge, qualities and values of an effective youth worker
- Understand how anti-discriminatory practice can impact youth work
- Identify the impact own prejudice and values could have when engaging with young people

ES 4.1 Principles of Youth Work

Choose Enabling Empowering
Actively Involved Shape Provision
Safe place
Learn through Experience
Respectful
Differences celebrated
Clear Boundaries- Code of Conduct

Code of Conduct – Implicit or Explicit

Implicit - WATCH AND LEARN what the other staff do right and we all do the same - The definition of **implicit** is, “implied or understood though not plainly or directly expressed.” Something is, therefore, implicit when it is not directly stated but is either suggested.

Explicit - WRITTEN CODE OF CONDUCT - The definition of **explicit** is, “to fully and clearly express something, leaving nothing implied.” Training given, manager gives you a written copy.

ES 4.1 What makes a youth work approach distinctive from other ways of working with young people? – Think about the work you do with young people.....

Have young people **chosen** to become involved – is their engagement voluntary?

Is the practice proactively **enabling** young people to be powerful?
(**Empowering**)

Are young people **actively involved** in **shaping provision** or are they just recipients?

Is the practice **a safe place**– do young people feel safe, relax, meet friends and have fun?

Are young people **learning through their experience** about themselves and others and the world in which they live?

Is the practice **respectful** of and actively responsive to **young people's peer networks**?

Are all young people's **differences welcomed** and included in the provision and are these **differences celebrated**?

Are those working with young people aware of the **boundaries of their role** and do they work to a **code of conduct** (explicit or implicit)?

The National Occupational Standards for Youth Work

- National Occupational Standards (NOS) describe what a person needs to do, know and understand in their job, in order to carry out their role in a consistent and competent way. (LLUK 2010)

HANDOUT 4.1

Key Purpose of Youth Work

Youth and Community workers are employed by an employer or voluntary organisation to work with young people and adults in a given community, either directly or by delegations through paid or volunteer staff whom they manage.

1. Facilitate the Personal and Social Development of Young People

2. Promote Equality and Young People's Interest and Welfare

3. Work with Others

4. Develop Youth Work Strategy and Practice

5. Lead and Manage Teams

Facilitate Personal & Social Development

1.1 Facilitate learning and development of young people through youth work

1.2 Plan and implement learning opportunities in youth work

1.3 Promote young people's self awareness, confidence and participation

1.4 Promote access to information and support

Promote Equality and Young People's Interest and Welfare

2.1 Work with young people in promoting their rights

2.2 Safeguard the health and welfare of young people

2.3 Promote equality and the valuing of diversity

2.4 Fulfil statutory and organisational requirements

Work With Others

3.1 Engage with young people

3.2 Engage with the local community

3.3 Build working relationships and networks

Develop Youth Work Strategy and Practice

4.1 Establish and prioritise requirements for youth work

4.2 Plan and implement youth work strategy

4.3 Facilitate change

4.4 Monitor and evaluate the effectiveness of youth work strategy and plans

Lead and manage teams and individuals

5.1 Manage yourself

5.2 Lead and manage others

5.3 Develop colleagues

5.4 Maintain health and safety in the workplace

ES 4.2 Person Specification for Youth Worker

The purpose of this exercise is to explore the Knowledge, Personal Qualities, Skills and Experience required to be an Effective Youth Worker.

In 4 groups discuss

- KNOWLEDGE
- PERSONAL QUALITIES
- SKILLS
- EXPERIENCE

That you think would be required on the Person Specification, use NOS Sheet HANDOUT 4.1

Each group should record their answers on the flipchart paper provided
Each group to feedback to wider group

EXAMPLE Youth Worker PERSON SPEC – HANDOUT 4.6

[Complete ES 4.2 Person Specification sheet](#)

Predjudices

What ways might you be prejudiced?

Impact on your work with young people?

Anti-discriminatory

What anti-discriminatory practices do you have in your work place? E.g. Equal ops policy

Impact on your work with young people?

Complete sheet E.S. 4.3

Breaking Stereotypes

Film Clip - Pass it on

<https://youtu.be/G7l6crlMOrw>