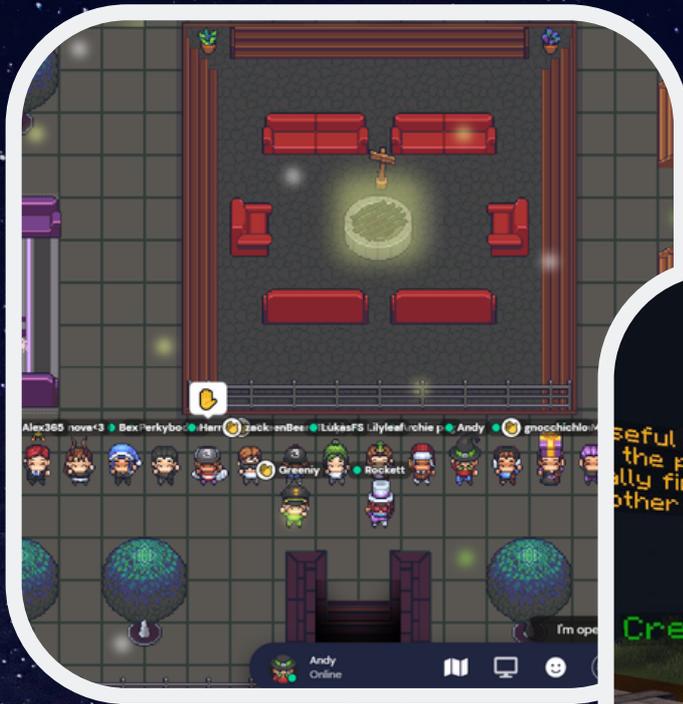




# Spectrum Gaming



## Digital Youth Worker

### Employment Pack

# The Role

<b>Reports to:</b>	Creative Director
<b>Team:</b>	Online Services
<b>Line Management Responsibility:</b>	Co-Responsibility for Digital Youth Workers
<b>Hours:</b>	16 hours per week
<b>Contract Length:</b>	Minimum 6 months
<b>Salary:</b>	£8,500pa (£21,000 full time equivalent)
<b>Location:</b>	Virtual / Online

## About Spectrum Gaming

Spectrum Gaming is an amazing (and rapidly growing) children's charity operating online for autistic young people across the UK. We have a vibrant online community of young people and also offer meet-ups in the Greater Manchester area where young people from across the country can come together in person.

We aim to create a world where every autistic child knows that who they are is ok and they can be themselves, whilst still developing meaningful relationships and achieving their personal goals.

We want all autistic young people to have the strength and confidence to find their place in the world that works for them. In many cases this means influencing wider strategic changes to create an environment that is more understanding and equitable.



# Our Online Services

Spectrum Gaming (SG) uses Discord to host an online community for our young people, offering a safe space with other autistic young people and trained and vetted adults. We currently have 2 x Discord Servers for young people, one for Under 13's and one for our Teen Members, each having hundreds of active young people.

We also have a private Minecraft Server with a very active player base just for the members of SG. Using Discord we also run a wide range of online activities using other games that they want to play, such as Roblox, and also different activities such as movie nights and virtual challenges.

Our online community is able to access young people who live all across the UK, and also allows young people who struggle with social isolation a place they can meet other young people and form great friendships. We want to continue to develop and improve our online offer for young people.

## Our Values

### Child-centred

We work with our young people in equal partnership, to achieve what's important for them.

### Reflective

We always try our best, encouraging challenge and change in order to learn and improve.

### Attentive

We prioritise the needs of our community to ensure that changes do not compromise their experience.



# The Post

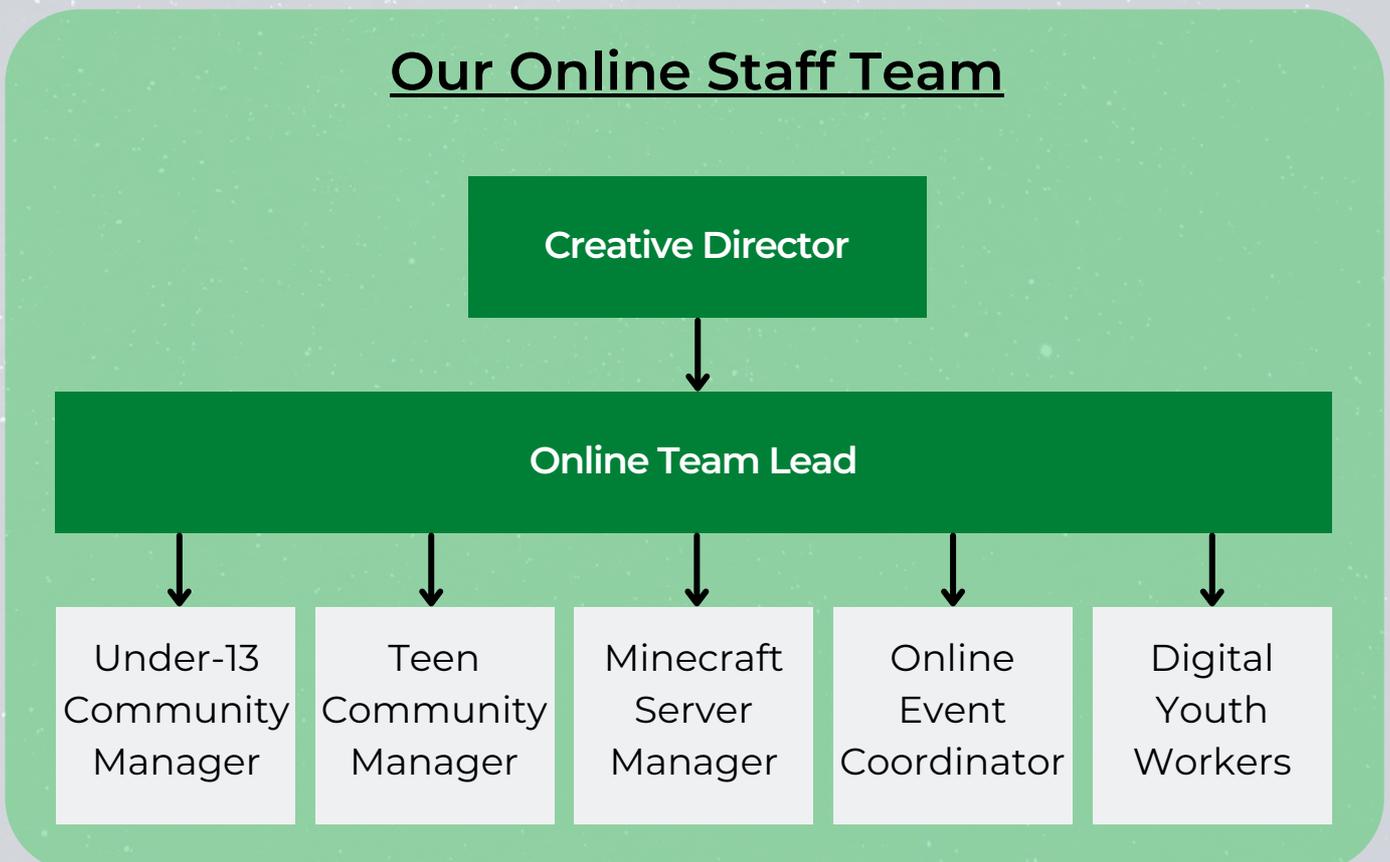
## Digital Youth Worker

This is a brand-new role within Spectrum Gaming's team. As we have grown it has become clear that our community would benefit from roles dedicated to directly supporting our young people making use of our online platform, providing them close support, and being a positive role model to them

The young people who use our services are an exciting but challenging young people who need a high level of support and supervision to help them have the best time possible, and ensure their safety and wellbeing.

You will work closely with our other dedicated online staff members such as the Teen and Under-13 community Managers and our Online Event Coordinator and take their direction on the current needs of the community, and which young people most need your support.

You will also get plenty of time to chat, play and engage with our young people through our Discord & Minecraft Servers and other online games.



# Key Tasks

## Community Management:

- Facilitate this as a safe environment for young people to meet and where they can relax, meet friends, make new relationships and have fun in an online setting.
- Research, plan and devise activities for our young people, both in and outside of school hours in partnership with our Online Events Coordinator.
- Leading and promoting our safeguarding best practices amongst the wider staff team
- To collect and manage data to demonstrate the work undertaken and provide reports to the senior management as requested.
- Undertake administrative tasks, maintain effective recording systems and respond to queries
- Supporting our staff rota, ensuring we have consistent staff to;
  - monitor the Discord server and engage with young people
  - monitor the Minecraft server and respond to support requests
  - facilitating regular online gaming events with young people.

## Direct Support

- Support young people to develop respect and understanding of others who have different beliefs, non-beliefs, disability, gender, identity or values, including those from other cultures, faiths and backgrounds.
- Provide emotional support to the group and individual young people when required
- Develop a relationship with young people based on respect and trust, ensuring they have a safe place to develop their identity and place in society
- Reducing stress-related behaviour by offering the right support
- Act as a role model for children and young people, inspiring them to engage in the services offered and develop their identity and self-confidence.
- Run online events and activities based around young people's interests
- Being 'present' in our community. Joining conversations, sharing ideas and being known in our community as a safe adult to communicate with.
- Being online in the community during 'high demand' times of the week, including covering evenings and weekends.

# Key Tasks (cont)

## Safeguarding

- Delivering the provision of information, support and guidance to young people and appropriate signposting/referral to specialist services/agencies.
- Raising and reporting safeguarding concerns internally and externally
- Working proactively to achieve the best outcomes for each child, and flagging up issues that arise and support young people if they are struggling to engage or feeling stressed
- Making sure there is appropriate supervision of young people, and that everyone is kept safe ensuring child protection procedures are followed and that the safeguarding of young people is paramount.

## Other duties

- Attend regular training and development opportunities to maintain an up-to-date knowledge of safeguarding, health and safety, and organisational policy developments
- Attending staff meetings to maintain an up-to-date understanding of the organisation and our key objectives.
- Staying informed on legislation, local and national issues, and best practice in youth work.
- Liaising with volunteers, staff and trustees to coordinate support for young people
- Any other reasonable duties as tasked by a Senior Manager.

# Skills Specification

## **Essential:**

- Relevant professional qualification in youth work: (a) Level 3 certificate in youth work practice; and/or (b) Level 3 diploma in youth work practice, or to be prepared to undertake this training within an agreed time period. Without this qualification, you must have demonstrable and relevant youth work experience.
- Experience of supporting young people aged 5-18 in group settings, and on a 1:1 basis.
- Can use a range of communication skills in order to communicate at all levels
- Excellent organisational and administrative skills, with the ability to manage and prioritise different tasks.
- Able to work on own initiative and as part of a team.
- Proactive and independent working attitude.
- Experience in leading groups; planning and managing activities.
- Be able to work under pressure.
- Excellent self-reflection skills and a willingness to undertake training where necessary.
- Can demonstrate a flexible approach to work.

## **Desirable**

- Experience working in a trauma informed way.
- Good knowledge of co-production in groups and within the community.
- Experience in supporting autistic young people (personal or professional experience), or lived experience of autism. Full training will be given to the successful candidate.
- Having a strong connection to autism and an understanding of the challenges autistic young people face.
- Ability to identify new opportunities and partnerships.
- Ability to maintain a positive, professional attitude working with a range of people.
- A proactive, problem-solving approach to tasks and issues.
- Awareness and understanding of neurodiversity in particular autism.
- Relevant and up to date knowledge of safeguarding principles.

## **All Spectrum Gaming staff members are expected to demonstrate:**

- Full commitment to empowering and supporting autistic young people and amplifying their voices.
- Open commitment to the principles of equal opportunities, diversity and respect.
- Ability to plan and prioritise work and fulfil administrative duties.
- Ability to identify and implement innovative solutions to problems.

# Safeguarding

Spectrum Gaming is committed to the effective Safeguarding of its Young People. This post will be recruited in accordance with the NSPCC's guidance on safer recruitment. This includes a thorough interview, scrutiny of former employment, a requirement for references and an Enhanced DBS check.

## Employment Benefits

- Training and CPD opportunities.
- Flexible Working Pattern
- Home Working Solutions

## How to apply

To apply you can either submit a full CV detailing your employment and educational history with a covering letter outlining your relevant experience for the role OR complete the application form. These should be sent via email to [admin@spectrumgaming.net](mailto:admin@spectrumgaming.net)

**Closing date for applications: Friday 30th September 2022 at 9pm**

Please note we reserve the right to close the application process at any point and therefore encourage early applications.

