



Key Behaviours and Competencies

Group Worker

Working with Children and Young People

- Demonstrates warmth, patience, and consistency when working with children and young people.
- Builds trusting and respectful relationships while maintaining appropriate professional boundaries.
- Shows an understanding of the experiences and challenges faced by young carers.

Safeguarding and Responsibility

- Takes personal responsibility for promoting the safety and wellbeing of children and young people.
- Recognises safeguarding concerns and follows procedures appropriately and promptly.
- Acts as a positive role model, promoting safe and respectful behaviour at all times.

Communication and Engagement

- Communicates clearly and appropriately with children, colleagues, volunteers, and families.
- Listens actively to young people and values their views and contributions.
- Shares information effectively with the Key Worker and wider team.

Teamwork and Collaboration

- Works constructively with the Key Worker, staff, and volunteers to support effective service delivery.
- Shows flexibility and willingness to support others when required.
- Contributes positively to a supportive and inclusive team culture.

Organisation and Reliability

- Completes administrative and recording tasks accurately and within required timescales.
- Is well-prepared for sessions and follows agreed plans and procedures.
- Demonstrates reliability, punctuality, and accountability in all aspects of the role.

Equality, Diversity, and Inclusion

- Treats all children and colleagues with dignity and respect.
- Promotes inclusive practice and challenges discrimination where appropriate.
- Adapts activities and approaches to meet diverse needs.

Learning and Development

- Engages positively with supervision, training, and feedback.
- Reflects on practice and seeks to improve skills and knowledge.
- Demonstrates a commitment to ongoing professional development.

All staff appointments are subject to DBS checks.

We welcome applications from diverse backgrounds and are committed to ensuring accessibility throughout the recruitment process for any additional needs you may have.