



YMCA CHESHIRE

# CHILDREN AND YOUNG PEOPLE'S PRACTITIONER CANDIDATE PACK

Candidate Pack  
May 2026



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# Welcome

Thank you for your interest in the position of Children and Young People’s Practitioner at YMCA Cheshire.

The Children and Young People’s Practitioner role is crucial to the work we do at our accommodation at Gresty Road, working with children and Young People people who have experienced, or are at risk of experiencing homelessness.

The full job description is on page 6 of this document; you will see it is a varied role. During a single day, a Children and Young People’s Practitioner role may take accommodation enquiries, support an individual with their personal budgeting, organise a table tennis tournament and run a cooking session. No two days will be the same!

There is also a person specification on page 8—we are looking for someone who:

- Believes that everyone has potential
- Is an inspiration to others
- Can work creatively, think on their feet and refuses to give up
- Has the highest aspirations for those people with the fewest choices
- Retains a positive attitude in the face of daily challenges

The post holder will join a team of committed Children and Young People’s Practitioners and Housing Coaches and report directly to the Housing Related Support (HRS) 16-17 Manager.

This is a 40 hour a week post. Shifts will normally be Monday to Sunday between the hours of 9am and 10pm, and working some weekends.

We are passionate and enthusiastic about our work and love an energetic “can do” attitude in staff!

Details about how to apply are at the end of this pack.

If you’d like an informal chat, please call me, Julie Chafe, otherwise, please have a good read through this document, then fill in the application forms and return these by 9.00 am on Tuesday 9<sup>th</sup> June 2026.

*Julie Chafe*

**Julie Chafe**  
**HRS 16-17 Manager**  
**01270 257673**



# About Us

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There has been a YMCA in Crewe since 1909, when an invitation went out in Crewe Chronicle inviting young men to meet some “jolly good fellows”!

Today the YMCA welcomes people of all ages, all genders, all faiths, all races, all back grounds.

We have an asset-based, advantaged-thinking approach to all our work; we focus on strengths and view diversity of thought, culture, experience and traits as positive assets.

We have a number of different services in Crewe.

- We believe everyone should have a **safe place to stay**. Our aim is to provide a wide range of housing options to those who have experienced homelessness, designed to suit their individual needs. We have a variety of accommodation at our projects on Gresty Road and Valley Brook, as well as some flats and houses in the local community.
- We work with **young people** who arrive in the UK unaccompanied and seeking asylum; this team also works with young people who are leaving the care system.
- We have a growing number of services in Crewe for **children and families**, including After School Clubs, Drop Ins for parents and carers and holiday villages.
- We offer **mental health first aid** training to staff and volunteers.
- Our services are supported by our **three social enterprises**, the GLO Café, GLO Hub and GLO Maintenance.



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## Our Values

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We believe that everyone has unique potential and skills to be explored and developed.  
*We will embed this belief in our work with service users, staff and volunteers.*

We believe that a 'can do' approach is critical for facilitating change in people's lives.  
*We will foster and nurture this attitude in our work with service users, staff and volunteers.*

We believe in the Christian basis and mission of the YMCA.  
*We will seek to exemplify and embed Christian ethos in our organisational practice in all we do.*

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## Our Vision

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Better lives and better futures for individuals and communities

- by beginning the end of the homeless experience, one person at a time
- by working with the talents of people making transitions to independence
- by engaging and supporting children and families and staying connected in the places they live

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## Our Mission

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YMCA Cheshire is a Christian charity that responds to local need by creatively investing in the lives of individuals and the community through all our projects, including housing, learning, family support and working with children.

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## Our Faith

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Our faith underpins all our work and motivates us to sustain a Christian mission than is socially active.

# Working at YMCA Cheshire

YMCA Cheshire currently has about 100 staff, 30 volunteers and 7 trustees.

We are an organisation that embraces a culture where our Christian based core values are at the heart of all we do.

We are committed to creating a workplace where all employees are given the opportunity to reach their full potential, feel valued and work effectively to achieve our goals.

We aspire to establish a workforce which reflects the diversity of the wider community.

We have a comprehensive health and wellbeing programme to support a healthy mind, body and spirit.

The programme includes:



Full Training Package



Employee Assistance Programme



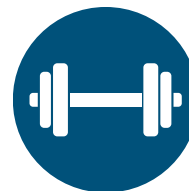
Conference Opportunities



Cafe with 20% Discount



Staff Room Refreshments



Onsite Gym



Flexible Working Policy



Long Service Vouchers



Away Days



Staff Meetings to Share Good News



Group Life Cover



Health Cash back plan

# Job Description (Page 1)

## Job Purpose

Deliver high-quality, trauma-informed, person-centred support to children and young people aged 16–17 living within YMCA Cheshire’s supported accommodation services.

The role will empower young people to build independence, improve wellbeing, access opportunities and progress towards sustainable independent living through a trauma-informed and strengths-based approach.

## Main Duties

### Duties and responsibilities:

#### Referrals

- Assist the Service Manager and Senior Practitioner with the referral process;
- Undertaking an initial interview with each Child and Young Person to explain what the service provides and ensure they are inducted into the accommodation thoroughly, covering all aspects of Health and Safety and what to do in an emergency or crisis.
- Undertake a comprehensive Risk and Needs Assessment with each referral, ensuring that the views of Children and young people and key professionals are taken into account.
- Keep the Placement Team updated with all moves in and out of the service.
- When required, assist the property maintenance team with Room Turnaround, in order to minimise voids and provide rapid accommodation responses.

#### Safeguarding and Risk Management

- Promote safeguarding at all times.
- Recognise, record, and report safeguarding concerns in line with policy.
- Support the management of incidents, missing-from-home episodes, and crisis situations.
- Support the management of challenging behaviour and breaches of expectations using restorative and trauma-informed approaches.

#### Young People’s Voice

- Ensure that the views, concerns, and ideas of young people are actively sought and acted upon through a variety of methods, such as residents’ meetings, surveys, and one-to-one feedback.

#### Children and Young Persons Support and Outcomes

- Carry a caseload of Children and Young People, provide one-to-one support and key work sessions.
- Provide support at times that are convenient to the Child or young person, including extended support in the evenings and at weekends
- Use a person-centred, psychological, and trauma-informed approach to build and maintain effective professional relationships with young people.
- Develop and implement person-centred support plans tailored to individual needs and aspirations, focused on independent living skills, education and employment, health, wellbeing, and resettlement.
- Offer emotional and practical support to help young people maintain their placement and achieve independence, including support with budgeting, shopping, cooking, healthy eating and nutrition, housework, laundry, health and hygiene, managing relationships, risk-taking, and safety.

## Children and Young Persons Support and Outcomes cont...

- Ensure an appropriate response to the needs of young people presenting in crisis.
  - Ensure each young person has a robust resettlement plan, supporting them to register and bid on Cheshire Homechoice where appropriate, and building relationships with landlords, supported housing providers, and housing associations to support move-on.
  - Conduct regular six-weekly reviews of assessments and plans, and celebrate achievements and progress.
  - Attend pathway planning meetings, reviews, and multi-agency meetings.
  - Advocate for young people and support them to have their voices heard.
  - Conduct regular room checks and report any property maintenance issues promptly.
  - Signpost and refer young people to statutory, voluntary, community, and faith sector services.
  - Support young people to access education, training, employment, volunteering opportunities, and YMCA informal learning programmes and activities.
  - Deliver one-to-one and group sessions with young people, such as cooking, art and craft, and gardening.
  - Support young people to pursue hobbies and interests and access local cultural and leisure activities.
  - Support young people to build positive relationships and community connections.
  - Build effective working relationships with professionals and partner organisations and ensure a multi-agency approach to information-sharing and coordinated support.
  - Ensure a step-down approach to support.
  - Use creative and flexible approaches to engagement.
  - Take into account of cultural, language, and religious needs.
  - Maintain accurate, timely and efficient records and case notes on the CRM system (Inform).
  - Attend and contribute to team briefings, meetings and handovers, ensuring communication between staff teams.
  - Attend external meetings, such as Ignition, CHAPS, and Contextual Safeguarding, in the absence of the Service Manager or when requested.
- Participate in reflective practice and contribute to continuous service improvement.

## Other Duties & Responsibilities

- Be fully versed with safeguarding to protect each individual from harm in accordance with current safeguarding legislation.
- Ensure equality and diversity is embedded within service delivery
- Work according to the policies and procedures of YMCA Cheshire at all times
- Actively participate in the supervision and training process to develop better services and continuous personal development
- Undertake such other duties as may be reasonably be required
- Understand, embrace and promote the values of the Association, i.e.

**We believe that each person has unique potential and skills to be explored and developed.**

We will embed this belief in our work with service users, staff and volunteers.

**We believe that a 'can do' approach is critical for facilitating change in the lives of service users.**

We will foster and nurture this attitude in our work with service users, staff and volunteers

**We believe in the Christian basis and mission of the YMCA.**

We will seek to exemplify and embed Christian ethos in our organisational practice in all we do

# Person Specification

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## Essential:

- Full, clean UK driving licence and access to a vehicle for work purposes.
- A proactive and flexible attitude, including a willingness to work evenings or weekends if required.
- Knowledge of the Ofsted Supported Accommodation Regulations and Standards.
- Experience of working in supported accommodation with children and young people.
- Understanding of safeguarding, trauma-informed practice, and risk management.
- Knowledge of restorative practice, psychological approaches, and/or trauma-informed practice.
- Excellent communication and interpersonal skills, with the ability to build positive, trusting relationships with young people and external partners.
- Experience of developing partnerships and working collaboratively with other organisations.
- Ability to work with empathy, compassion, and a non-judgemental approach when supporting individuals from diverse backgrounds.
- Ability to value difference, work collaboratively, and contribute positively to a team environment.
- Strong commitment to maintaining confidentiality and professional boundaries.
- Resilience, adaptability, and strong problem-solving skills, with the ability to manage challenging situations calmly and professionally.
- Knowledge and understanding of equality, diversity, and inclusion in service provision.
- Ability to maintain accurate records and competence in using IT systems, including Microsoft Office, Teams, and case management databases.

## Desirable

- Knowledge of housing legislation.
- A relevant level 3 qualification in housing, social work, health and social care, or a related field.

# Key Employment Terms

- 40 hours per week
- Salary £30,090 per annum
- Permanent contract
- Responsible to HRS 16-17 Manager
- Company sick pay
- Pension contribution
- 4 x Life Assurance
- Health Assured Employee Assistance Programme
- Health Cash Back Plan

YMCA Cheshire is committed to the active promotion of equal opportunity, both in the provision of services and as an employer of paid and unpaid workers.

YMCA Cheshire is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

Any offer of employment will be subject to satisfactory references and Enhanced DBS check.

## How To Apply

- The closing date for applications is 9.00 am on Tuesday 9<sup>th</sup> June 2026
- These should be submitted to our website YMCA Cheshire vacancies <https://ymcacheshire.org.uk/ymca-vacancies/>
- Shortlisted candidates will be interviewed week beginning 15th June 2026

