

Gendered Intelligence

Sessional Youth & Families Worker (London) & Sessional Youth Worker (London)

Join the team at GI as a Sessional Youth & Families Worker or a Sessional Youth Worker!

We're seeking 2 individuals who are deeply passionate about creating safer, empowering, and positive spaces for young trans individuals.

As a skilled relationship-builder, you'll champion inclusivity and ensure the voices and experiences of young trans people are both heard and valued. Through the delivery of youth groups (in London), you'll provide vital support to young people navigating the challenges of growing up trans/gender diverse in a cis-normative world, as well as other challenges and journeys that all young people face in society.

More than ever, young people are coming to us at a point of crisis. We can't 'fix' the complex hardships they're facing, but we specialise in providing safe(r), trans-only spaces where young people can be their authentic, whole selves without assessment or judgement.

For one of these roles, you will also support our parents and carers group - creating a space where cis adults can explore their feelings around their trans children's gender identities, helping them to advocate for their children and ensure that home is as supportive a place as possible for our trans young people.

The information below will help you decide if you would like this job; and tells you what to do if you decide you want to apply.

For more information on our team, benefits and culture, visit our [Working at Gendered Intelligence](#) page.

For more information on our organisation and vacancies visit our [Join the Team](#) page.

Apply: [Sessional Youth & Families Worker \(London\)](#)

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You cannot apply for this role if you have been a young person in our youth groups in the last 18 months, or if you have been supported through our mentoring programme in the last 18 months. If you want to know more about this, get in touch with us.

Job Overview - Sessional Youth & Families Worker [Transfem specific]

- **Contract type:** Permanent
- **Hours:** 23 hours per month (approx. 0.15FTE)
- **Salary:** £5,054.83 with £487.50 London Weighting where applicable (£33,698.93 FTE with £3,250 London Weighting where applicable)
- **Location:** London & Online
- **Line Manager:** Youth Work Coordinator

This role will require your availability to work on:

- The last Saturday of each month, 12-5pm, in London
- The 2nd Tuesday of each month, 5-10pm, in London
- The 1st Wednesday of each month, 5:30-8:30pm, online

Job Overview - Sessional Youth Worker [TPOC specific]

- **Contract type:** Permanent
- **Hours:** 19 hours per month (approx. 0.13FTE)
- **Salary:** £4,380.86 with £422.50 London Weighting where applicable (£33,698.93 FTE with £3,250 London Weighting where applicable)
- **Location:** London & online
- **Line Manager:** Youth Work Coordinator

This role will require your availability to work on:

- The 2nd Saturday of each month, 10:30-2:30pm, in London
- The 3rd Tuesday of each month, 4:30-9:30pm, in London

Recruitment Process & Timeline

Before filling out your application form, you can visit our [guidance page](#).

- Deadline for submission of applications: **9am Tuesday 25th November 2025**
- Shortlisted applicants will be informed by: **end of the day Tuesday 25th November 2025**
- **Interviews are expected to happen on Thursday 27th November. If you are not available on this day please let us know this when you apply.** Interviews will take place in our London offices, in Bethnal Green.

All job offers are made subject to references.

Occupational Requirement

For the Sessional Youth & Families Worker role: In light of the nature of this position, GI considers this post to be subject to an Occupational Requirement in accordance with Para 1, Schedule 9, of the Equality Act 2010 on the basis of the protected characteristics of gender reassignment. Therefore, we are only requesting applications from people who identify on the trans-feminine spectrum.

For the Sessional Youth Worker role: In light of the nature of this position, GI considers this post to be subject to an Occupational Requirement in accordance with Para 1, Schedule 9, of the Equality Act 2010 on the basis of the protected characteristics of gender reassignment and race. Therefore we are only requesting applications from people who are (or identify as) trans or non-binary, and in addition, the applicants need to be Black, Asian or otherwise of the global majority, including mixed race/ mixed heritage.

The Team

The Youth and Communities Services Department is made up of 4 services: Adult Wellbeing; Mentoring; Families Work; and Youth Work. These posts sit within Families Work and Youth Work.

The Role

You'll be working in youth groups for young trans people, providing face-to-face delivery and development of our services for ages 8-25. You'll also be joining our established Youth Work team - we have been delivering support for young trans people since 2008 and have a well-developed ethos, along with proven systems and methods in youth work practice. The Youth Work team is led by the Head of Youth and Communities Services, supported by Senior Practitioners and 5 Youth Work Coordinators.

As part of these roles you will be working in either our TPOC or Transfem groups - these groups focus on meeting the specific needs of these marginalised young people, with staff and volunteers who share their lived experience. Examples of this work include voice workshops and a game design project focusing on health relationships for our transfem young people; and in our TPOC group, sessions sharing food and creating a handbook for other trans young people of colour.

For the transfem specific role, you will also be working in our small, 3 person Families team. We have been delivering support for parents and carers of young trans people (aged 8-25) for over 15 years and believe that in creating safe spaces to explore emotions and practical questions, we can support cis adults to best support their young people. Parents and carers frequently come to us wanting to do the best for their children, but unsure how to do that.

You will:

- Support young people to engage in activities
- Pass on safeguarding concerns
- Provide hands-on support to the Coordinator, who has responsibility for running Youth / families Group sessions
- Support in the creation of an empathetic and safe environment for trans young people - an environment that our young people describe as "acceptance without expectation"

- Support in the creation of an empathetic, but boundaried environment for parents and carers of young trans people - a space where it's ok for language to be clumsy, but where love is at the core.

As a member of staff at GI you can expect:

- Commitment to your personal development – both holistically and professionally
- Emotional and practical support from the Youth & Communities team and wider GI team
- Opportunities to develop your youth & community work practice

Main Duties and Responsibilities:

Youth Group Work:

- Support the delivery of sessions for young trans and gender exploring people / parents and carers, with the Coordinator of each session.
- This work includes:
 - Attending and contributing to briefing and debrief sessions with the team
 - Responding to safeguarding situations, liaising with the Coordinator / Designated Safeguarding Lead, in accordance with GI's Safeguarding Policy
 - Collaborating with Coordinators, other Sessional Workers, and Volunteers to run youth / families group sessions
 - Working within Gendered Intelligence's framework and objectives, including the GI Youth and Communities Service ethos
 - Supporting volunteers contributing to sessions

This role involves a commitment to at least 2 groups per month, which take place at the times detailed earlier in this pack, as well as working on occasional trips, events, and residential activities. There will also be opportunities to cover work in other youth group sessions when colleagues are on annual leave / off sick.

On an occasional basis you may be asked to cover the Coordinator role in your group, with agreement of a Senior Practitioner and with adequate support.

Meetings

- Attend and contribute to staff meetings and activities

Networking & Communications

- Represent the Youth & Communities Service both internally and externally
- Stay updated with communications from the Youth and Communities Services team and broader GI team via email, maintaining professional relationships with youth group members and external agencies through appropriate communication channels

Trips & Residentials

- Attend the annual camping trip and other residential trips

- Participate in proposed trips and extra sessions with your youth group, led by Coordinators and supported by Volunteers.
- Attend local Pride Events with your youth group, led by Coordinators and supported by Volunteers.

Support in your role

- Attend and engage with the supervision process for your development and support, including: 1:1 supervision every month with your Line Manager
- Participate in Sessional Youth Worker group supervision every month

General Requirements

- Follow Gendered Intelligence's policies, including health and safety and equal opportunities principles
- Work collaboratively with Gendered Intelligence staff and volunteers
- Undertake other duties as assigned by management

Person Specification

We recognise societal structures adversely affect people with marginalised identities / experiences and we are committed to building and supporting a diverse team. If you feel you have the qualities to fulfil these specifications, but do not have formal qualifications, or feel less confident about your experience, we are keen for you to apply. You are welcome to evidence the person specification qualities outlined below through a variety of ways outside of paid work. This could, for example, be through organised volunteering roles; caring roles; informal community activity or any other route.

Essential/Strongly Desired

Experience

- Experience of front-line delivery with young people in a youth work or 1:1 setting
- Experience collaborating within a team and showing skills such as teamwork, relationship management, shared responsibilities, conflict resolution, and other team related challenges

Knowledge

- An in-depth knowledge and intersectional understanding of the challenges facing young trans people and their families
- Knowledge of current legislation and safeguarding procedures relating to children and young people, including the Children's Act 1989 and 2004 and the Children and Young Person's Act 2008, and how these relate to the role

Skills

- Good communication skills, with the ability to communicate verbally in a tactful, sensitive, and compassionate manner with individuals accessing GI's services

Abilities

- Ability to maintain boundaries and confidentiality in challenging situations and show resilience under pressure

- Ability to work independently and autonomously, demonstrating effective risk management skills

Desirable

- Experience of working within a trans community or within a youth group setting specifically
- Experience of facilitating groups of people both in workshops and more informal 'free-time' style spaces
- Relevant experience and/or qualifications in youth work provision specifically in LGBT voluntary sector and/or mainstream services. *This could include an NVQ level 1 or 2*

Diversity Information

We are actively seeking to bring people with different lived experiences, diverse backgrounds, abilities and gender identities into the organisation, to create a workplace that is welcoming for all. As part of our commitment to increasing diversity, we have included a Diversity monitoring form, which is not mandatory, but we hope you will complete.

GI Recruitment - Diversity Monitoring Form

To find out more about our commitment to diversity and inclusion, visit our [Working at Gendered Intelligence](#) page.

Additional Support

Want to learn more before applying?

We're aware that people may have different needs or additional queries, and we want to support all potential applicants.

Option 1: You can contact [Jake.kelly@genderedintelligence.co.uk](mailto:jake.kelly@genderedintelligence.co.uk), Head of Youth & Communities Services. Please note that Jake will be on the interview panel.

Option 2: Contact recruitment@genderedintelligence.co.uk for anonymous support. As well as responding to any general queries about the process, we are offering a limited number of 15 minute slots to support applicants with their applications. These 1:1 online sessions will take place on **Monday November 10th** and will be hosted by a member of the HR team, who is not involved directly in this recruitment process.

The sessions will provide the opportunity for potential applicants to ask any questions they have about GI, the process, or how to complete or what to include on the application form, in a confidential space. We hope these sessions will encourage individuals from marginalised and/or under-represented sections of our communities to apply for this position. While open to all, we would specifically encourage individuals who are transfeminine or people of colour to apply for a slot.

Please email recruitment@genderedintelligence.co.uk by **12pm Friday November 7th** if you would like to take advantage of this offer.

You are welcome to use both the options above.

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Deadline: 9am Tuesday 25th November 2025