

Gendered Intelligence

Sessional Youth Worker (Leeds)

Join the team at GI as a Sessional Youth Worker!

We're seeking an individual 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 Leeds), 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.

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 Worker \(Leeds\)](#)

Job Overview

- **Contract type:** Permanent
- **Hours:** 9.5 hours per month (approx. 0.06FTE)
- **Salary:** £32,654 pro rata per annum (equivalent to £17.94 per hour).

Actual Salary: £2,048 per annum. This is Band G, Spinal Point 22.

NB GI's payscale is aligned to NJC. While there are no automatic Spinal Point increase each year, we are committed to applying nationally negotiated increases each year, with effect from 1st April. It is therefore likely (pending negotiations) that the salary above will increase, with any change incorporated in the starting salary.

- **Location:** Leeds predominantly, with some work online
- **Line Manager:** Youth Work Coordinator

Recruitment Process & Timeline

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

- Deadline for submission of applications: **9am 29th April 2025**
- Shortlisted applicants will be informed by: **1st May 2025**
- **Interviews are expected to happen in week beginning 12th May 2025 – likely to be either Wednesday 14th or Friday 16th. If you are not available on these days please let us know this when you apply.** Interviews will take place online via Zoom.

All job offers are made subject to references.

Occupational Requirement

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 characteristic of gender reassignment. Therefore we are only requesting applications from people who are (or identify as) trans or non-binary.

The Team

The Youth and Communities Services Department is made up of 4 services: Adult Wellbeing; Families; Mentoring; and Youth Work, in which this post sits.

You will be part of a team of 5 Leeds-based staff who are responsible for the running of our Leeds branch of the Youth Service in accordance with the strategic aims of YCS.

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 3 Senior Practitioners and 5 Coordinators.

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 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"

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 work team and wider GI team
- Opportunities to develop your youth work practice

Main Duties and Responsibilities:

Youth Group Work:

- Support the delivery of sessions for young trans and gender exploring people, in conjunction with the Coordinator of each session.
- This work includes:
 - Attending and contributing to briefing and debrief sessions with the youth work team
 - Responding to safeguarding situations, liaising with the Coordinator / Designated Safeguarding Lead, in accordance with GI's Safeguarding Policy
 - Collaborating with Coordinators, other Sessional Youth Workers, and Volunteers to run youth 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 1 group per month, which takes place in the evening, as well as working on occasional trips, events, and residential activities.

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

Meetings

- Attend and contribute to staff meetings and organisational activities

Networking & Communications

- Represent the Youth 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, such as Leeds Pride, 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

- Adhere to 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 support service delivery with young people in a youth work or 1:1 setting
- Experience collaborating within a team and adeptly handling aspects 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
- 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

- Excellent communication skills, with the ability to communicate tactfully, sensitively, and compassionately both verbally and in writing to individuals accessing GI's services

Abilities

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

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

Desirable

- Experience of working within a trans youth group setting specifically
- 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*
- Experience of facilitating groups of young people both in workshops and more informal 'free-time' style spaces

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 biff.nesbitt@genderedintelligence.co.uk, Senior Youth Work Practitioner - Leeds. Please note biff 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 **Wednesday 16th April** and will be hosted by a senior member of the GI 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 9am on 15th April if you would like to take advantage of this offer.

You are welcome to use both the options above.

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