

LGBTQ+ Youth Project Leader



Location: Slough
Hours: 6 hours per week
Hourly rate: £14.42 per hour (£4,499 per annum - £30k FTE)
Contract type: Part-time, fixed-term contract until December 2025
(There is the potential for an extension to the contract should further funding be obtained.)

About us

Brighter Futures Together is a Thames Valley-based not-for-profit organisation that runs innovative projects designed to boost children and young people's wellbeing. Our aim is to support children and young people to have brighter days filled with opportunity, empathy and hope.

We are a small but mighty team with a passion for making a difference and we know from firsthand experience the amazing positive impact youth work projects can have.

Working with us is more than just a job – it's a fantastic chance to help create brighter futures for young people. Whether you're joining us as a volunteer or as a full- or part-time paid member of staff, we want your time with us to be rewarding and we hope you'll feel as passionate about our projects as we do.

Here's a flavour of our culture and how our small but mighty team operates:

- we're a busy grassroots organisation – it's a fast-paced environment
- we work hard to inspire change and drive success for young people, so we need people who are brilliant at what they do
- we all share a 'can-do' attitude and are supportive of each other
- we value lived experience as an equal form of expertise

Q Hub Slough is our LGBTQ+ Project for young people in Slough. This includes a Youth Group (offering social support for young people), community events and helping co-ordinate an allies' network of adults (including professionals and those with lived experience). Our Youth Group is a safe, supportive space for young people to make friends, connect with the LGBTQ+ community, explore their identity and participate in workshops and activities.

About the role

This is an exciting opportunity for an experienced youth and/or community worker to deliver a high-quality youth project to LGBTQ+ young people in Slough. A senior post, the role involves a mixture of direct delivery (work with young people), project management and community engagement.

As LGBTQ+ Youth Project Leader you will manage the Q Hub Slough project (Youth Group), including supervising youth support workers (both paid and voluntary) to help create a safe, inclusive environment where young people can find friendship and community.

You will also lead the coordination of an allies' network (adults supporting young people) and ensure that the project is youth led. To be successful in this role you will be a skilled networker and an inspirational role model for young people and colleagues and someone who can thrive in a demanding environment surrounded by people with a positive, 'can-do' attitude. You will have extensive, collaborative experience of working with young people and/or community groups and be skilled in project coordination and administration.

This would suit someone from a teaching, community development or youth work background.

The post is 6 hours a week on a fixed-term contract for 12 months.

Lived experience

We particularly welcome applicants with lived experience in this role, which focuses on using our collective lived experience to engage and support young people from the LGBTQ+ community.

We also encourage applications from candidates in the LGBTQ+ community, including people from Black, Asian and minority ethnic backgrounds.

Key responsibilities – the things you will do

- Plan the development, promotion and delivery of Youth Group activities and events, including all relevant administrative tasks such as recording and evaluation to demonstrate the impact of the LGBTQ+ project delivery and to ensure continuous improvement of delivery.
- Identify the formal and informal educational, social, cultural and recreational needs of the young people. Work collaboratively with colleagues to support and deliver sessions with clear session plans, developing a programme of positive interventions and innovations which enhances the knowledge, awareness and personal development of the young people.
- Plan and deliver community engagement and networking opportunities to help recruit young people to join the group, networking with local stakeholders and schools.
- Provide outreach – hold a small caseload of individual young people as potentially benefitting from the group, coaching and mentoring them to facilitate their participation.
- Supervise youth support staff and volunteers to help with the delivery of the project. Support and motivate volunteers, enabling them to plan, perform and develop their skills and knowledge.
- Build and maintain positive relationships with the young people in the group, recognising their unique needs and starting points.

- Ensure there are opportunities for young people in the group to contribute to the development of the project and influence decisions on how it runs and evolves.
- Articulate and record young people's progression through sessional and project recording documentation and regularly provide information for management and funding reporting.
- Raise the profile of the project and group by promoting the project through relevant networks and forums, including schools.
- Plan, co-ordinate, and support the Q Hub Slough Allies+ Forum which will invite, educate and engage people who are not LGBTQ+ and those who are in supporting and advocating for LGBTQ+ equality in their homes, schools, workplaces and the community where they live and belong.
- Work with our communication lead to support development of content for our social media platforms.
- Facilitate and lead session de-briefs with the staff team.
- Join and contribute to project and wider BFT team meetings, both planned and ad hoc.
- Identify risks and issues within the project and work with the project team to resolve or escalate as appropriate to the Director.
- Comply with all policies and procedures with reference to safeguarding, codes of conduct, health and safety, and equality and diversity, to ensure all activities are inclusive and accessible.

Person Specification – the skills, experience and knowledge you need

Experience and knowledge	Essential	Desirable
Substantial experience of working with young people and/or community groups or projects.	x	
Experience of collaborating with individuals and/or small groups in supportive and empowering ways in a professional capacity.	x	
Experience of managing sessional staff and volunteers in a supportive and empowering way.		x
Designing and delivering fun, social and informal educational activities.	x	
Lived experience as an LGBTQ+ person.		x
Experience of project management, including monitoring and evaluation of projects and management of budget.	x	
Understanding of working within all relevant legislation, including health and safety, confidentiality, data protection, safeguarding and equality frameworks.	x	
Understanding of the current needs and challenges faced LGBTQ+ young people.	x	
Skills and Attributes		
Enthusiastic, dynamic and positive with a solution-focussed approach and a clear focus on outcomes and impact.	x	
Able to build positive relationships with young people, always taking a young person-centred approach.	X	
Positive role model – honesty and empathy with strong leadership skills.	x	
Good administrative skills and highly organised.	x	
Willingness to contribute to youth work development and lead specific projects.		x
Good networking skills with evidence of creating meaningful networks to help with project development.	x	
Conscientious approach to meeting deadlines and delivery of work to meet the needs of young people and other stakeholders.		x
Embraces opportunities to widen knowledge and develop new skills.		x
Strong teamwork and organisational skills, with a practice approach and ability to work under own initiative.	x	
Willingness to undertake further training.		x
Resilience to be able to deal with challenging situations in a fast-changing environment.		x
Other		
A full UK Driving Licence and ability to travel.	x	
Willingness to work flexible hours, including evenings and weekends to meet operational needs of the project.	x	

What you can expect from Brighter Futures Together

You will be working in an evolving and dynamic team, with highly skilled, motivated and committed volunteers and staff team, making a real difference to young people.

You will have regular supervision and will be given the opportunity build your skills and identify professional development targets. Full induction and training, including on safeguarding, will be provided.

How to apply

- Download and complete the job application form and return it to: hello@brighterfuturestogether.org.uk
- Applications for this role will be reviewed on a first-come, first-served basis with the closing date as Sunday 8th December 24. We encourage you to apply as soon as possible, as this vacancy may close early due the number of anticipated applications.

Additional information

There are checks that Brighter Futures Together must do by law before you can start this role:

- An Enhanced Disclosure and Barring Service (DBS) check with a Children’s Barred List check. A DBS check gives us information about your criminal record.
- Obtain two references from people who can tell us what skills, knowledge and experience they think you can bring to the job.
- ‘Right to work’ to make ensure that you can legally work in the UK.

Other terms and conditions

Place and hours of work	<p>The post is 6 hours a week.</p> <p>Working pattern – face-to-face youth group is every two weeks in Slough (on Mondays 6.30pm to 8.30pm). The other hours are flexible across the week.</p> <p>Once a month you will need to come to the Marlow office to work (2 hours).</p> <p>You may be required to travel to carry out your duties at other locations as may be required for the proper performance of your duties. Travelling expenses will be restricted to mileage or public transport only.</p>
Holidays	<p>25 days per annum plus English Bank Holidays with a pro-rata entitlement calculated for part-time workers in each holiday year</p>

	(which runs from the 1st of January to 31st December).
Training	Undertake any training and development deemed necessary for the pursuance of the post, as identified through the induction, and supported through our appraisal process.