

## YOUTH & PATHWAYS WORKER INFORMATION PACK



The Larder West Lothian  
Registered Charity SC042554  
Company Number SC404466  
[www.thelarder.org](http://www.thelarder.org)



**Fighting Poverty and Hunger  
with Dignity.**

**We recognise that education is  
critical and food is empowering  
in supporting disadvantaged  
people to transition from  
surviving to thriving.**

**We solve tomorrow's problems,  
today.**

# ABOUT THE LARDER

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The Larder is committed to creating a more equal and just Scotland through the alternative economic model of social enterprise and calling for a Scotland without poverty, where everyone has the opportunity to achieve their full potential and the right to food is enshrined in Scots law.

We are a social enterprise that combats poverty and hunger, through 4 key strands:



## 01. TRAINING

for young people and adults who experience complex and multiple barriers to reaching their full potential.



## 02. SOCIAL FOOD

providing dignified responses to food insecurity and making sure no-one in West Lothian goes hungry



## 03. ENTERPRISE

projects that create solutions to social problems, improving life chances, the creation of living wage jobs and generating surplus to support the charitable aims of the organisation.



## 04. CAMPAIGNING

working with other charities to call on Governments for systemic changes that will eradicate poverty in Scotland .

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It is our mission to empower the most disadvantaged children, young people, adults and communities to improve their life chances, through access to learning and good food.

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**MISSION**

# OUR VALUES

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We live and breathe the values of Transformation, Compassion, Collaboration, Honesty and Quality, embedding these into every aspect of our organisation.



## TRANSFORMATION

We believe in the power of learning and food to create change for individuals



## COMPASSION

We make every effort to understand the feelings and emotions of every one of our beneficiaries.



## COLLABORATION

We recognise the importance of working with others to achieve change



## HONESTY

We act with honesty in leadership, decision making, policies and practice



## QUALITY

We provide high quality services supporting those most vulnerable in society.

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# ROLE PROFILE

|                    |                                                                 |
|--------------------|-----------------------------------------------------------------|
| <b>Job Title:</b>  | Youth & Pathways Worker                                         |
| <b>Reports To:</b> | Chief Executive Officer                                         |
| <b>Contract:</b>   | Fixed term to 31 <sup>st</sup> March 2029                       |
| <b>Hours:</b>      | 37.5 hours for the first 12 months, then 16 hours per week      |
| <b>Salary:</b>     | £31,520.38 full time equivalent; pro rata when working 16 hours |
| <b>Location:</b>   | West Lothian (multi-site community delivery)                    |

## Closing & Interview Date:

Applications will be reviewed as they are received, with suitable candidates invited to interview by email. Interview questions will be provided in advance. The post will remain open until a suitable candidate is appointed. We reserve the right to close this vacancy early if a suitable candidate is appointed.

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## Temporary role arrangement

For the first 12 months, this role will combine the Youth Worker duties with maternity cover for the Pathways Officer. After 12 months, the successful candidate will continue as a Youth Worker for 16 hours per week until 31 March 2029.

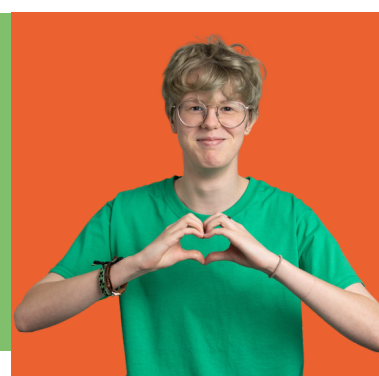
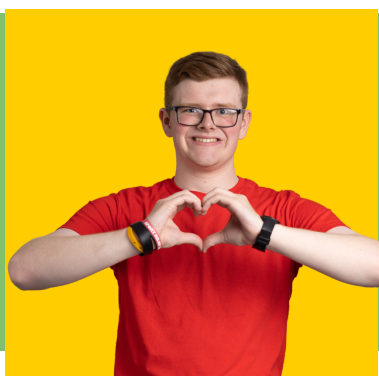
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## About The Larder

The Larder West Lothian is a values-driven social enterprise and charity tackling poverty and inequality by empowering people through learning, skills development, and meaningful opportunities. Our human-rights-based approach recognises that every learner has the right to high-quality support, dignity, respect and the opportunity to realise their potential.

We deliver strengths-based, needs-led learning, youth work and employability programmes in our Livingston training academies, schools and community settings. We support learners to build confidence, overcome barriers and progress into education, training, volunteering, employment and other positive destinations.

Joining The Larder means being part of a passionate, values-led team committed to innovation, social impact, and creating learning environments where everyone can succeed – regardless of their background.



# JOB DESCRIPTION

## Role Profile

The Youth & Pathways Worker combines relationship-based youth work with individual pathways support for learners aged 10-25 who may be at risk of, or affected by, antisocial behaviour, disengagement from education, youth justice involvement or other complex barriers.

The postholder will plan and deliver engaging trauma-informed groupwork, outreach and diversionary activities while also acting as a consistent key worker. They will help learners identify their strengths, improve wellbeing, build practical and employability skills, and move towards safe and sustainable positive destinations.

Working through The Larder's Pathways Hub and funded by CashBack for Communities, the role will coordinate closely with Police Scotland, youth justice, schools, social work, families, employers and third-sector partners. The post is embedded within The Larder's wider youth, training and community offer

**As part of The Larder team, you will have the following key responsibilities :**

### **Youth work delivery and engagement**

- Plan, prepare and deliver inclusive youth work sessions using informal education, creative, practical and group-based activities.
- Create safe and welcoming spaces in which learners feel respected, listened to and able to participate.
- Build positive, trusting relationships with learners, including those who may be disengaged from education or services.
- Use strengths-based and trauma-informed practice to build confidence, resilience, positive behaviour and peer connection.
- Promote learner voice, choice and participation in shaping activities and group sessions.
- Deliver diversionary, hub-based and community activities, including occasional evening and weekend provision in response to local need.

### **Individual support and pathway planning**

- Act as a key worker for an agreed caseload, providing consistent one-to-one support focused on wellbeing, engagement and progression.
- Co-produce personalised Pathway Plans with learners using strengths-based, rights-based and SHANARRI-informed approaches.
- Help learners identify goals, strengths, barriers and practical next steps, reviewing plans regularly with them.
- Monitor progress against agreed outcomes and provide timely support to improve retention, achievement and progression.

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- Support learners to access training, mentoring, community activities, volunteering, placements, education, employment and wider services aligned with their goals.

## **Outreach, partnerships and progression**

- Deliver outreach and community-based work in locations identified as high need, engaging learners in ways that meet them where they are.
- Work closely with Police Scotland, youth justice, schools, social work, colleges and third-sector partners to coordinate appropriate support.
- Attend relevant multi-agency meetings, case discussions, referral panels and partner meetings while maintaining confidentiality and clear professional boundaries.
- Build constructive relationships with families and carers, where appropriate, to support engagement and positive progression.
- Work with colleagues and partners to identify safe, inclusive and meaningful placements, volunteering, learning and employment opportunities.
- Support smooth transitions between services and advocate appropriately for learners' rights, aspirations and potential.
- Represent The Larder and the Pathways Hub positively at presentations, information sessions and community or stakeholder meetings.

## **Safeguarding, risk and quality**

- Follow child protection, Adult Support and Protection, health and safety, lone-working and organisational safeguarding procedures at all times.
- Maintain professional boundaries and take prompt, appropriate action in response to disclosures, concerns, incidents or immediate risks.
- Contribute to individual and activity risk assessments, safety planning and incident reporting.
- Keep accurate, timely and confidential attendance records, case notes, Pathway Plans, feedback and outcome information.
- Meet organisational, commissioner and CashBack for Communities monitoring and evaluation requirements.
- Use learner feedback, reflective practice and outcome evidence to improve the quality and impact of delivery.

## **Teamwork and self management**

- Manage a varied workload effectively, balancing caseloads, session preparation, delivery, partnership working and reporting.
- Work collaboratively as part of a multi-disciplinary team and contribute positively to shared objectives and team culture.
- Participate in supervision, team meetings, reflective practice, standardisation, training and continuing professional development.
- Share learning and good practice, helping embed trauma-informed, solution-focused and rights-based approaches.
- Work flexibly across locations and, when required, during evenings and weekends.
- Undertake other duties reasonably consistent with the purpose and level of the role.

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## **Staff Benefits:**

- 29 days leave (inclusive of public holidays) pro rata for PT roles
- 2 Health and Wellbeing days each year
- Company pension contribution of 3%
- Company sick pay scheme
- Opportunities to shape the future work of the organisation
- Access to company health and well being support
- Commitment to continued professional development

## **Role Details**

- PVG will be required for the role
- Full UK driving licence and willingness to use own vehicle for work travel when required

**To apply for the post, please send a tailored CV and covering letter to the post to [recruitment@thelarder.org](mailto:recruitment@thelarder.org)**

**The covering letter should be no more than one A4 side and should set out why you want to work with The Larder, expanding on the specific skills that you would bring to the post and how they connect with our values.**

**Please note the temporary basis of this position above.**

| Requirements                   | Essential                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Desirable                                                                                                                                                                                                                                                                                    | Method Of Assessment |
|--------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|
| Qualifications/<br>Training    | <ul style="list-style-type: none"> <li>• Relevant qualification in Youth Work, Community Learning &amp; Development, Social Care, Education or equivalent demonstrable experience.</li> <li>• Current understanding of child protection and Adult Support and Protection responsibilities.</li> </ul>                                                                                                                                                                     | <ul style="list-style-type: none"> <li>• Youth Work / CLD qualification (or working towards).</li> <li>• Training in trauma-informed, restorative or solution-focused practice.</li> </ul>                                                                                                   | CV /<br>Certificates |
| Knowledge<br>and<br>Experience | <ul style="list-style-type: none"> <li>• Experience delivering youth work, informal learning or group activities with young people.</li> <li>• Experience of providing one-to-one, strengths-based support to learners facing disadvantage, risk or complex barriers.</li> <li>• Experience working collaboratively with partner agencies.</li> <li>• Experience building trusting relationships with people who may be disengaged from education or services.</li> </ul> | <ul style="list-style-type: none"> <li>• Experience in youth justice, early intervention, prevention or diversionary services.</li> <li>• Experience of outreach or community-based delivery.</li> <li>• Knowledge of SHANARRI, GIRFEC and employability or progression pathways.</li> </ul> | CV and<br>Interview  |

| Requirements                 | Essential                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Desirable                                                                                                                                                                                                                        | Method Of Assessment |
|------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|
| Skills & Abilities           | <ul style="list-style-type: none"> <li>• Ability to plan and deliver engaging and inclusive activities.</li> <li>• Strong communication and interpersonal skills, with a respectful, trauma-informed and rights-based approach.</li> <li>• Ability to manage a varied caseload and delivery workload.</li> <li>• Ability to produce accurate plans, case notes and outcome records.</li> <li>• Ability to work independently and as part of a team.</li> </ul> | <ul style="list-style-type: none"> <li>• Ability to contribute to presentations, partner meetings and service evaluation.</li> <li>• Established links or knowledge of West Lothian youth and employability services.</li> </ul> | Interview            |
| Personal Attributes & Values | <ul style="list-style-type: none"> <li>• Commitment to The Larder's values of Transformation, Compassion, Collaboration, Honesty and Quality.</li> <li>• Commitment to equality, diversity, safeguarding and wellbeing.</li> <li>• Professional, reliable and reflective, with a willingness to engage in supervision and CPD.</li> <li>• Flexible approach to working across locations and occasional evenings/weekends.</li> </ul>                           |                                                                                                                                                                                                                                  | Interview            |

# THE LARDER

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**[www.thelarder.org](http://www.thelarder.org)**

@LarderTraining



Scottish Charity Number SC042554  
Company Registration Number SC404466