



Youth Support Worker – Inclusion & Wellbeing

St Bede's College is a Catholic College in the Lasallian spirit and tradition. The College is a faith community committed to social justice, especially to those who are *"the lost, the least and the last"*. Our motto is *Per Vias Rectas* (By Right Paths).

This role description is written in light of the Mission and Vision Statements of the College. Our community is characterised by a strong set of values that underpin the way we live. We enact those values by respecting and honouring our collective heritage while looking with imagination to the future. The College seeks to assist our students to take their place in society, alive with the wisdom of the gospel.

Commitment to Ethos

All staff in the Catholic College have an indispensable role to play in furthering the mission of the Church. It is expected of all employed in a Catholic College that they:

- Accept the Catholic educational philosophy of the College.
- Develop and maintain an adequate understanding of those aspects of Catholic teaching that touch upon their subject areas and other aspects of their work by their teaching and other work and by personal example, strive to help students to understand, accept and appreciate Catholic teaching and values.
- Avoid, whether by word, action or public lifestyle, influence upon students that is contrary to the teaching and values of the Church Community, in whose name they act.
- Comply with the accreditation policy of the CECV to teach in a Catholic College.

Furthermore, it is expected of all employed at St Bede's College that they accept and support the ethos of the *Lasallian Order* and activities directed at the broader aims of the College.

St Bede's College is a Child Safe College

St Bede's College holds the care, safety and wellbeing of its students to be at the core of all we do. The College is resolutely committed to ensuring that all staff of the College act in a manner that promotes the inherent dignity of each of our young men and their fundamental right to be respected and nurtured in a safe College environment. This commitment includes regular and appropriate learning opportunities in relation to child safety and young people's protection and wellbeing.

We also commit to listening to, and taking seriously, all concerns voiced by students, staff, parents and caregivers, volunteers, contractors and clergy. We commit to continuously reviewing and improving our systems to protect children from abuse.

Our commitment is drawn from and inherent in the teaching and mission of Jesus Christ, with love, justice and the sanctity of each human person at the heart of the Gospel.

Overview

The Youth Support Worker - Inclusion & Wellbeing plays a crucial role in creating an inclusive and supportive school environment where students, particularly those with a disability, can thrive socially, emotionally, and educationally. This role focuses on implementing tailored, strengths-based strategies to enhance student engagement, build essential life and social skills, and facilitate positive school and community connections. The worker will be an integral part of the school's multi-disciplinary wellbeing and learning diversity teams

Key Responsibilities

Student Support and Wellbeing

- Provide direct, one-on-one, and small-group support to secondary school students, with a specific focus on students with disability, to address social, emotional, and behavioural challenges.
- Employ a trauma-informed and strengths-based approach to foster student resilience, self-esteem, self-advocacy, and problem-solving skills.
- Assist students with disability in developing social skills, peer relationships, and community engagement to promote a sense of belonging.
- Support the implementation of individual student plans (e.g., Personalised Learning Plans, Behaviour Support Plans, Safety Plans) related to social and emotional goals.
- Facilitate preventative and targeted wellbeing programs, workshops, and activities (e.g. social skills, transition planning, coping strategies) for all students.
- Provide immediate, non-clinical support and de-escalation for students on the NCCD experiencing emotional distress or crisis and follow school protocols for crisis management.

Collaboration and Case Management

- Actively participate in the school's Learning Diversity and Wellbeing Teams, including regular meetings.
- Liaise effectively with teachers, learning diversity staff, school leadership, and other internal stakeholders to ensure a consistent and integrated approach to student support.
- Connect students and their families with appropriate external services, agencies, and community resources (e.g., disability services, mental health support).
- Maintain accurate, confidential, and timely case notes, records, and reports in line with school policy and legislative requirements (e.g. mandatory reporting).
- Collaborate with families/carers to understand student needs and support strategies at home.

School and Community Engagement

- Assist in developing and reviewing school policies and practices relating to student wellbeing, engagement, and inclusion for students with disability.
- Promote an inclusive school culture that respects and values diversity, particularly the needs and contributions of students with disability.
- Develop and co-ordinate extra-curricular activities predominantly during recess and lunch that foster student participation and connection.

Selection Criteria (Key Skills and Experience)

- **SC1:** Relevant qualification in Youth Work, Social Work, Community Services, Disability Support, or a related field (e.g. Certificate IV, Diploma or Degree).
- **SC2:** Demonstrated experience and understanding of working effectively with adolescents, particularly those in a secondary school setting or young people with a disability, including an awareness of the educational and social barriers they may face.
- **SC3:** Proven ability to build positive, professional, and trusting relationships with young people from diverse backgrounds using a strengths-based, trauma-informed approach.
- **SC4:** Knowledge of child and adolescent development, mental health issues, and complex student behaviours, along with practical skills in de-escalation and crisis intervention.
- **SC5:** Highly developed communication, interpersonal, and team collaboration skills, with the ability to liaise sensitively and effectively with students, parents, school staff, and external professionals.
- **SC6:** Excellent organisational skills, including the ability to manage a student caseload, maintain accurate records, and contribute to the development of programs and plans.

Mandatory Requirements

- Current and valid Working with Children Check (or equivalent local requirement).
- Satisfactory Police/Criminal History Check.
- Current First Aid and CPR Certification (or willingness to obtain).

While there are the regular office hours it is an expectation from time to time that the nature of the role means that some duties may need to be organised outside of these hours.

You will be located at Mentone; however, you may be required, on occasions, to attend the Bentleigh East campus.

No position description can be entirely comprehensive. The Youth Worker will be expected to perform other duties from time to time that are broadly consistent with this position description.

The Youth Worker reports via the Head of Learning Diversity, Deputy Principal - Teaching and Learning to the Principal.

The Youth Worker is classified as an Education Support Employee Category B (12 weeks leave). Employment is in accordance with terms and conditions outlined in the Victorian Catholic Education Multi-Employer Agreement (VCEMEA 2022). Remuneration is in accordance with the VCEMEA 2022 and dependent on skills and experience.