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**Job Information Pack**  
**Young Carers Lead**

## Our values

The post holder will be expected to operate in line with our organisational values which are;

- **Value the Individual** – Respect others, ourselves and the people we work with in all that we do
- **Giving of our best** – Showing commitment in our work and to enable young people
- **Caring Deeply** – Have a passion for the work we carry out
- **Providing Creative Solutions** – Show innovation in the approaches we take in supporting young people
- **Communicate authentically and truthfully** – Show openness in our dealings and approaches to people

**Title:** Young Carers Lead  
**Reports to:** Head of Development

## **Background**

YMCA Dulverton Group, working in partnership with four other Somerset based organisations, are proud to support young people who take on the vital role and responsibility of being a Young Carer. These are children and young people under 18 who provide care to a family member living with a disability, illness, a long-term condition, or substance misuse.

As the number of Young Carers in Somerset continues to rise our shared work has never been more important. With Somerset Council's new Young Carers Strategy launched in 2026, this role has been created to help drive meaningful change and ensure that more young carers can access the services they deserve.

## **Purpose**

This newly created role, hosted by YMCA Dulverton Group and delivered in partnership across Somerset, blends strategic leadership with hands on delivery. You will lead sessions for young carers within YMCA Dulverton Group's area while also empowering and coordinating the work of the four partner providers, to ensure change is embedded to future proof this valued service.

Guided by the seven strategic priorities in the new Young Carers Strategy, you will shape a cohesive, impactful service and ensure that young carers' voices inform decisions at every level. Above all, you will assist in creating communities where young carers can belong, contribute, and thrive.

## **You will;**

- Create, develop and deliver engaging young carers sessions which are focused on young carers needs, wishes and requirements, with effective planning and a co-production approach.
- Ensure that all young carers sessions delivered are engaging and inclusive, within your own delivery patch and the four other areas.
- Oversee and provide leadership to the other young carer providers in Somerset, to ensure that all children and young people in Somerset receive the same level of service.
- Be responsible for the Safeguarding approach across the delivery, managing the needs of children and young people in sessions and create strong communication links with partners and families, ensuring Safeguarding is at the core of your approach.

- Ensure that all young carers provision follows Safeguarding practice and there are efficient and effective escalation routes for all providers.
- Ensure that the voices of young carers develop the sessions delivered and their contribution, feedback and feelings are heard.
- Ensure the service in design and delivery can flex and evolve to the needs of young carers, offering consistency, inclusion and person-centred support throughout all delivery.
- Ensure that all monitoring returns are submitted by all providers on a monthly basis and represent outputs and monitoring at a strategic level to Somerset Council.
- Work collaboratively with partner providers and Somerset Council to identify efficiencies, value for money, and potential savings across the service delivery model, including exploring innovative, effective, and sustainable approaches to transport for young carers to and from the groups.
- Design and implement a new online meeting option for Young Carers to access, regardless of their location in Somerset.

### **Key Relationships**

- **Family Intervention Service (FIS):** FIS complete the initial assessment with children and young people who have caring responsibilities.
- **Families:** Whilst our focus is on the child or young person it is important that we build strong connections with the whole family and include, where possible, in our communication and activities.
- **Education Providers:** All young carers will be accessing education in a variety of ways, including mainstream education settings and those who are electively home educated. Alongside young people who are yet to join any young carer activities, it is vital that this role develops strong professional relationships with education providers across the YMCA Dulverton Group delivery area. A key strategic link will also be through the Young Carers in Schools Programme, ensuring a coordinated and proactive approach to identifying and supporting young carers. It will also be vital for the other providers to hold these relationships at a local level, and you will have responsibility to support and guide these relationships.
- **The other Young Carer Providers in Somerset:** You will not direct line manage any other person delivering on this work, however it will be your responsibility to support and guide this work, ensuring that the service across Somerset continues to hold young carers at the front and centre of any delivery

plan. You will build close relationships with the other providers and act as the go to person for Young Carers work under this umbrella in Somerset.

- **Somerset Council:** Somerset Council are funding this post, and all the young carers delivery in Somerset. You will be responsible and accountable to Somerset Council, for the funding received and provide assurance of development, in line with their Young Carers Strategy.

### **Line Management**

There is no direct line management responsibility in this role, however you will build and work closely aligned with the 4 other organisations in your day-to-day practice.

### **Health and Safety**

In carrying out this role you have a duty (under Health and Safety legislation) to take reasonable care for the health and safety of yourself and that of others. This implies taking positive steps to understand the hazards in the workplace, to comply with safety rules and procedures and to ensure that nothing you do, or fail to do, puts yourself or others at risk. This includes managing a safe and secure environment for people who use our services.

This duty includes checking that any person entering YMCA Dulverton Group property has a right to do so and their visit is recorded in accordance with YMCA Dulverton Group procedures.

### **General**

To maintain and develop up-to-date professional knowledge and skills through training, reading and other such activities and to incorporate the same into practice.

Work across the organisation to build a learning culture and positive working environment.

To maintain and demonstrate a commitment to YMCA Dulverton Group's Vision, Values and strategic aims and objectives and ensure all activities reflect the values of YMCA Dulverton Group.

Managing health and safety issues in your area of responsibility in line with the relevant section(s) of the Health and Safety Policy.

Complying with YMCA Dulverton Group's GDPR, confidentiality and information security policies at all times.

To undertake such other duties and responsibilities reasonably consistent with the role of Young Carers Lead.

YMCA Dulverton Group is committed to the protection and safeguarding of children and adults at risk and promoting their welfare. The YMCA Dulverton Group, therefore, expects all staff and volunteers to share this commitment.

This post is subject to an enhanced level DBS Disclosure in respect of the Adults/Children's Workforce.

### **Person Specification**

We are seeking an enthusiastic and committed individual to help elevate and further develop the Young Carers service in Somerset. While experience in pastoral support, youth work, education, or lived experience is particularly valuable, we welcome applications from anyone with relevant skills and a genuine passion for supporting young people.

You will be an excellent communicator, able to balance being a constructive critical friend with providing reliable, compassionate support and inspiring leadership. Strong written communication is essential, as you will be responsible for producing clear reports and ensuring accurate monitoring. Confident IT skills are required, particularly with Microsoft products, and it is advantageous if you have previously used Inform or My Concern.

Highly organised and proactive, you will plan your work effectively, make space for development and co-production, and act as a positive role model throughout your practice. You will demonstrate a clear commitment to the values of YMCA Dulverton Group and understand the importance of the work we do within our communities. This role is self-led, so in turn you will be a motivated self-starter with the ability to design, manage, and deliver your workload to achieve key targets. You will take ownership of your responsibilities and approach challenges with initiative and solution focused thinking. This is a new role and it will be your responsibility to grow and create change in the service as we move forward.

You will build strong, trustworthy relationships with young people, colleagues, and partners, showing a high level of emotional intelligence in all interactions. Resilience, drive, and a commitment to improving service standards are essential.

You will take personal responsibility for making well-reasoned, balanced decisions that consider both risk and need. You will demonstrate Safeguarding practice at the core of your approach at all times.

### **Other requirements**

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This post is subject to an enhanced level DBS Disclosure in respect of the Adults/Children's Workforce.

This candidate must be committed to equality and diversity in the workplace.

This role, due to the delivery times, will mean working evenings, some weekends, and some day times. A pattern of hours can be established as soon as the postholder has been recruited and understands the service better, however you will need to be able to commit to working flexibly throughout this delivery.

Due to the geography of Somerset, this role will involve a lot of travel. In turn a full driving licence and access to your own vehicle, plus organising your own business insurance will be essential. Mileage expenses will be able to be claimed for onward journeys from your identified base of work.

## Main terms of employment

**Salary:** £24,000 per annum.

**Term:** This role forms part of a pilot project and is for a fixed-term period of 12 months, with a possibility to extend dependent on outcomes achieved in line with the contract requirements.

**Location:** Bridgwater.

**Hours:** 30 hours per week.

Flexibility, including frequent evenings and occasional weekends, will need to be available with this role's working pattern due to the nature of the work.

**Required:** Full driving licence, with access to your own vehicle, plus arrangement of business insurance is essential to deliver to this role.

**Holidays:** 22 days, plus bank holidays.

**Pension:** YMCA Dulverton Group will auto enrol employees aged between 22 and state pension age, and make a contribution of 3% of salary.

**Benefits:** Health and wellbeing of our staff is important to us. We offer a range of benefits including a Health Cash Plan, Employee Assistance, discounted child care, free night's stay in one of our hotels per year.