

Job Description

Job Title	Peer Mentor – Launch Pad: Community Works
Function	Community / Young People / Early Intervention
Department/Team	Work and Skills
Reports to	Service Manager
Direct Reports	Supervisor
DBS Check Level Required	Enhanced DBS – Children and Young People
Grade/Job Evaluation Level	Core – Coordination
Salary Banding	Individual Contributor C
Created/Reviewed date	September 2026

You will be working for

Waythrough launched in October 2024 following the merger of Humankind and Richmond Fellowship (RF). Aquarius supports people in the Midlands affected by substance use or gambling. It was a subsidiary of Richmond Fellowship and became part of Waythrough in April 2026.

We are specialists in mental health, alcohol, drugs and related areas. We provide high quality, evidence-based services, which are designed around the needs of the people we support.

Our vision is to break down the barriers that stop people getting the support they need to live a life they value.

Purpose of the Role

Launch Pad: Community Works is a new early-intervention project supporting young people aged 16–24 in Scarborough who may be at risk of offending, antisocial behaviour, exploitation or disengagement from education, training and employment.

The Peer Mentor will be central to the success of the project, providing a consistent, approachable and positive presence for young people attending the Launch Pad Hub.

You will build trusting relationships, encourage participation and help young people recognise their strengths, develop practical skills and make positive connections within their community.

A key part of the role will be supporting young people to identify and deliver small-scale Community Works projects. These may include creating planters, reviving community gardens, refreshing community rooms or improving shared outdoor spaces.

The role is deliberately practical and relationship based. You will work alongside young people rather than simply directing them, helping them to take ownership of projects and see the positive impact of their contribution.

You will also support Launch Talks, workshops and opportunities to meet employers, colleges, training providers and community organisations, helping participants understand and access their next steps.

Key Accountabilities

- Build positive, respectful and appropriate relationships with young people aged 16–24.
- Provide consistent peer mentoring and encouragement to participants.
- Create a welcoming, inclusive and non-judgemental environment within the Launch Pad Hub.
- Support young people to identify their interests, strengths, aspirations and goals.
- Encourage young people who may be reluctant or anxious about engaging with services to participate at their own pace.
- Support participants to plan and deliver small-scale Community Works projects.
- Work with community organisations and local partners to identify suitable opportunities.
- Ensure activities are appropriately planned, risk assessed and delivered safely.



- Support participants to develop practical, communication and teamwork skills.
- Organise and support Launch Talks, workshops and other positive activities.
- Encourage participation in accredited training and other learning opportunities.
- Support participants to maintain their Launch Passport, recording skills, achievements, training and community contributions.
- Promote progression into education, training, volunteering, apprenticeships and employment.
- Support participants to access other Waythrough services and external agencies where appropriate.
- Develop effective relationships with referral partners, community organisations, employers and training providers.

General Accountabilities

- Maintain accurate and timely records in accordance with Waythrough policies and procedures.
- Contribute to monitoring, evaluation and reporting against project outcomes.
- Follow all safeguarding, health and safety, confidentiality, data protection and information-sharing procedures.
- Recognise and appropriately escalate safeguarding, welfare or risk concerns.
- Attend supervision, team meetings, training and other activities required to support effective delivery.
- Work within the boundaries of the role and seek advice from the wider Waythrough team when required.

Additional Information

Hours: 10 hours per week.

The post is fixed term from **October 2026 to 31 March 2027**, subject to funding.

The role will be primarily delivered from a Scarborough-based Launch Pad Hub, with some activity taking place within community venues and outdoor spaces across the local area.

The postholder may be required to work flexibly to meet the needs of the project, including engagement with community partners, employers, training providers or project activities outside the main Hub setting.



Values and Competencies

Our Values
• Kindness - Be generous, caring and compassionate • Courage - Be bold, trust, commit • Respect - Everyone deserves dignity

Person Specification

Skills	Essential or Desirable
Able to motivate and encourage people who may lack confidence or be reluctant to engage.	Essential
Able to engage young people in a friendly, respectful and non-judgemental way.	Essential
Able to recognise and respond appropriately to safeguarding or wellbeing concerns.	Essential
Able to work independently and as part of a team.	Essential
Knowledge of local services and opportunities for young people in Scarborough.	Desirable

Experience	Essential or Desirable
Experience of supporting, mentoring or working alongside young people or people facing barriers in their lives.	Desirable
Experience of building positive and trusting relationships.	Essential
Experience of planning or supporting activities, projects or events.	Essential



Experience of working appropriately with other professionals, organisations or community groups.	Essential
Experience of peer mentoring, youth work, community projects, volunteering or employability support.	Desirable
Lived experience relevant to the communities Waythrough supports.	Desirable

