##

## ROLE PROFILE

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| **Job title** | Activity and Rec Youth Worker ( 2 posts)  | **Salary:** | £8.67 - £9.50 per hour |
| **Reporting to:** | Rec Co-ordinator  | **Holidays:** | 25 days plus 8 Bank Holidays (pro rata)  |
| **Location:** | Wigan Youth Zone | **Hours:** | 12 hours or 8 hours posts– (flexibility required, including evenings and weekends)  |
| **Key Relationships:** | Youth Zone staff, Young People, Parents, External Stakeholders, Chief Executive, Board Members |
| **Benefits:** | Gym Access, Training opportunities and CPD – including First Aid, Safeguarding, Health and Safety etc. Career Development Opportunities, Access to the Onside Talent Academy, Birthdays off, Employee Assistance Programme (EAP), Cycle to Work Scheme  |

 **Role purpose:**

To support your line manager in the management of the recreation area which is the centre of Wigan Youth Zone and where every young person goes to at some point every visit. The role requires the creation of a space that is warm, welcoming, active and full of life and challenge.

To provide additional support to young people where needed to enable equal opportunity access to the wide range of activities on offer at Wigan Youth Zone.

To deliver fun, engaging and energetic activities to the Young People.

**Context of the post:**

Wigan Youth Zone, the largest youth club in Europe, is centrally located, dedicated to young people and makes a bold statement about the importance of giving young people high quality places to go in their leisure time. The two-storey building has a four-court sports hall with climbing wall, a fully fitted fitness suite, a boxing gym, dance and performing arts studios, as well as music, media and visual arts facilities.  There is also a cafe, together with recreational and social areas.  Externally there are four all-weather kick-pitches and full-size skate park. Wigan Youth Zone is open 7 days a week, 52 weeks a year, providing local young people with somewhere to go, something to do and someone to talk to for almost eight years, winning UK Youth’s award ‘Youth Organisation of the Year’ in 2018 and shortlisted for the ‘Youth Work Award’ in the Children and Young People Now Awards 2020.

Since opening, the Youth Zone has facilitated over 500,000 visits to over 23,000 young people with impressive outcomes for those members across a range of measures such as confidence building, facilitating positive relationships and instilling ambition for adulthood. In 2020, the Youth Zone was primed for another year of significant outcomes – starting with a record attendance in January – however, in March the operation completely changed at pace to support as many young people, and the wider community, as possible in the wake of the Coronavirus pandemic. The context of our current recruitment drive is for Wigan Youth Zone to relaunch mass universal programming over the current year, ensuring that we continue to have a positive impact on as many young people’s lives as possible in Wigan and Leigh.

**Values and Aspiration**

Wigan Youth Zone is a place of activity, adventure and fun for all young people where they can try new experiences and learn new skills. Wigan Youth Zone supports young people to reach their full potential, grow their dreams and achieve their goals.

Learn more here

<https://www.wiganyouthzone.org/our-present-our-past-our-impact/>

We are looking for someone who can deliver this aspiration for Wigan’s young people and share the following values:

* Is a positive role model for young people and who believes in and recognises young people’s

potential

* Has a positive and “can do” attitude
* Takes responsibility for their own actions
* Is committed to a culture of continuous improvement and subscribes to a “tonight’s better than last night” philosophy
* Is willing to go the extra mile to ensure great provision for young people

**Duties and Responsibilities – General**

* Work within the performance framework of Wigan Youth Zone and OnSide;
* Represent Wigan Youth Zone positively and effectively in all dealings with internal colleagues, and external partners;
* To be alert to issues of safeguarding and child protection, ensuring the welfare and safety of Youth Zone members is promoted and safeguarded, and to report any child protection concerns to the designated Child Protection Officers using the safeguarding policies, procedures and practice (training to be provided);
* To assist with any promotional activities and visits that take place at the Youth Zone;
* To actively promote the Youth Zone and positively contribute towards increasing Youth Zone membership;
* To adhere to Wigan Youth Zone policies at all times, with particular reference to Health and Safety, Safeguarding and Equal Opportunities.

**Duties and Responsibilities - Detailed**

* To support your line manager with the management of the recreation area at Wigan Youth Zone;
* To support individual members with additional support requirements to have equality of access to all the opportunities and activities available.
* Support young people to take steps towards achieving personal goals and greater independence.
* Encourage and support young people to engage with other young people, participate in group work and gain new experiences.
* Promote all aspects of equality and inclusion to staff, members and families whilst liaising directly with their carers and social care teams to ensure effort is made to enable the member to achieve their full potential.
* To support and empower young people to engage in positive activities of their choice.
* To work directly with children and young people to develop their social skills and build their confidence by delivering programmes of activities, services and facilities at Wigan Youth Zone which will take place during the evenings, at weekends and during school holidays and will occasionally include residential work;
* To ensure the participation of young people in activities and that their ideas contribute fully in the delivery and evaluation of activities;
* To directly deliver a high quality programme of activity that is exciting, safe, varied, innovative, developmental and directly responds to the diverse needs, concerns and interests of the members;
* To respond to the needs of the young people through activities in the recreation area;
* To support and motivate volunteers working in the recreation area;
* To work flexibly to ensure the needs of the members are met, including disadvantaged children and young people and those with disabilities or additional needs;
* To ensure that the members maintain a high standard of behaviour and discipline during sessions;
* To promote and safeguard the welfare of children and young people at all times;
* Ensure care workers, family members and PA’s are properly supported within their own support role when attending alongside a member and also be aware or necessary paperwork, replenish where necessary and update recorded information where necessary using internal systems and procedures.
* To be an active member of the team and operate in line with the values and principles of Wigan Youth Zone.

The job holder will be required to adhere to the Youth Zone’s policies at all times, with particular emphasis on Equal Opportunities and Safeguarding. Attendance at events and conferences will sometimes be required.

**Person Specification**

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|  | **Essential**  | **Desirable**  |
| **Experience** |
| Face to face activity delivery, working with children and young people (aged 8 plus) both in groups and individually  | ü |  |
| Experience of delivering sports and / or arts activities and / or targeted personal development programmes  | ü |  |
| Experience of supporting young people who are disaffected, underachieving and / or have social / emotional barriers to participation  | ü |  |
| Experience of working in a team and alongside volunteers  | ü |  |
| Organising a programme of youth/play work activities  | ü |  |
| Experience of working with challenging young people  | ü |  |
| Residential work with young people  |  | ü |
| **Skills and Abilities** |  |  |
| Delivery of activities within an equality framework  | ü |  |
| Strong commitment to children and young people and an ability to engage and build positive relationships with all young people, including disengaged and disadvantaged young people  | ü |  |
| Ability to develop good professional relationships with children, young people and adults  | ü |  |
| Ability to work with young people to develop their social education by providing programmes of activities, services and facilities that are fun and enable young people to develop  | ü |  |
| Ability to coach, encourage, motivate and provide reliable support to children and young people  | ü |  |
| Confident in managing a group of children and young people  | ü |  |
| Ability to deliver high quality activity programmes with children and young people who face social exclusion, disadvantage and disaffection  | ü |  |
| Ability to identify and challenge discrimination and discriminatory behaviour, taking appropriate action as necessary  | ü |  |
| Excellent written and verbal communication skills  | ü |  |
| **Knowledge and Understanding** |  |  |
| Understanding of the principles of working with children and young people  | ü |  |
| Understanding of issues affecting young people’s lives  | ü |  |
| Knowledge of health and safety, diversity awareness and safeguarding best practice and how these relate to children and young people  | ü |  |
| Delivery of activities within an equality framework  | ü |  |
| **Qualifications** |  |  |
| Introduction to Youth Work or Youth and Community Work NVQ /VRQ Level 1 or Level 1 Sports Leaders Award |  | ü |
| **Personal Attributes**  |  |  |
| Positive and enthusiastic  | ü |  |
| Punctual and reliable  | ü |  |
| Commitment to personal and professional development  | ü |  |
| A flexible attitude to work and a willingness to perform a variety of duties to ensure an efficient and effective service  | ü |  |
| Willing and able to work in the evenings, at weekends and in a residential setting  | ü |  |
| Have experience cooking/baking with young people.  | ü | ü |

The job holder will be required to adhere to the Youth Zone’s policies at all times, with particular emphasis on Equal Opportunities and Safeguarding

**Work Pattern**

**First post 12 hours per week**

**Mon 4-8pm**

**Friday 4-8pm**

**Sat 11-3pm**

**Second post**

**Sat 11am-3pm**

**Sat 4-8pm**

**Remuneration package**

Salary: £8.67 - £9.20 per hour

Holidays: 25 days plus 8 Bank Holidays (pro rata)

**Wigan Youth Zone is also committed to the safeguarding of young people. This post is subject to a DBS check.**

**Closing date:**  09/08/2021

**Interview date:**

**Start date:**  **TBA**

**\*Please note, you will be required to attend a training week.**