



SESSIONAL YOUTH WORKER (SPORTS & FITNESS)

Job Title: Sessional Youth Worker
(Sports & Fitness)

Reporting to: Sports Coordinator

Location: Salford Youth Zone (Pendleton)

Hourly Rate: £12.60 p/h (Real Living Wage)

Holidays: 33 days including bank holidays (pro-rata)

Hours: Various contracts available.

Key Relationships: Young people, parents & guardians, Senior Manager, Junior Manager, Deputy Youth Work Manager, Employability & Projects Manager, Creative Coordinator, Sport Coordinator, Inclusion Coordinator, Outdoor Education & Adventurous Activity Coordinator, Head of Youth Work and Salford Youth Zone's staff, volunteers, partners and stakeholders

ABOUT EMPOWER

Empower is the umbrella charity that currently oversees operations of the award-winning youth charity based in Manchester, HideOut Youth Zone, which opened in 2020 and will operate the new Salford Youth Zone (SYZ), due to open Spring / Summer 2025

SYZ's state-of-the-art building will provide young people with somewhere safe to go, something positive to do and someone trusted to talk to, with facilities that include outdoor 3G and MUGA pitches, climbing wall, gym, boxing and mixed martial arts area, sports hall gaming and recreation area, dance, arts, music and media suites.

The two Youth Zone's will sit within the Onside network; a growing number of Youth Zone's across the UK which are funded, built, supported and launched by the national charity, Onside.

It is Empower's vision to ensure all young people grow to lead happy, healthy, safe and successful lives.

ABOUT SYZ

The role is based at Salford Youth Zone.

Set to open its doors in 2025, SYZ is a dedicated charity for Salford's young people, set up to give them the opportunity to discover their passion and their purpose.

SYZ will open 7 days a week, offering a free hot meal and over 20 activities every night for just 50p per visit for young people aged 8-19, or up to 25 for those with an additional need or disability. Facilities include a 3G pitch, climbing wall, gym, sports hall and recreation area, and dance, arts, music, and media suites.

Salford Youth Zone is at the very beginning of its Youth Zone journey and we look forward to providing young people from a diverse range of backgrounds the opportunity to make friends, develop new skills, unlock their potential and have fun.

WHAT IS THE ROLE

Sports, along with the Arts and Youth Work, will be at the heart of Salford Youth Zone offer to young people. The sports offer at Salford will be wide ranging and as a member of the Sports team, you will be key in ensuring young people have access to an exciting and engaging programme of multi-disciplinary activities that will be challenging, stimulating, fun, engaging and developmental. You will have access to our new gym, equipped with cardio and resistance equipment, weight-lifting facilities and a functional area. You will be involved in teaching the fundamentals gym use and fitness, running fitness classes in line with your skills, as well as facilitating taster sessions and competitions, which engage young people and build their skills and fitness levels.

Within the Sports Team, we are looking for talented sports and fitness coaches to become part of a team with a wide range of skills, who are also passionate about working with young people. Ideally, you will have experience, or one or more coaching qualifications, such as Level 2 NGB including Level 2 Gym Instruction or above. We are also looking applicants with Level 2 Certificate in Coaching Weightlifting.

WHAT WILL I BE DOING?

- Working directly with young people to plan, lead and deliver safe, fun and structured sports / fitness sessions within Salford Youth Zone, which are progressive and reflect the needs of young people
- The role is 100% face to face delivery with young people
- Contributing to a sports / fitness programme that is high quality and meets the needs of the young people, including young people with additional needs and young people who typically don't engage in sport
- Supporting a sports / fitness programme that contributes to the wider youth work agenda, supporting the development of young people
- Confidently managing and establishing positive relationships with groups of young people
- Compiling and monitoring information required to deliver impact statistics and encourage feedback from young people taking part in activities to share this with the team.
- Working with young people from a range of backgrounds and with a range of needs
- Effectively communicating at all levels, orally and in writing
- Working alongside other team members and providing guidance and support to young leaders and volunteers
- Attending regular training and development sessions and events where required
- Delivering leadership awards to young people and co-ordinating volunteering opportunities in sports/fitness activities
- Encouraging attendance in sports / fitness activities, particularly by young people who do not usually participate in sport/fitness activities
- Assisting in identifying talented young people and encourage further development
- Promoting cultural cohesion and inclusion and proactively challenge any prejudice and discrimination

WHAT ELSE WILL I NEED TO DO?

- Be a role model for young people and present a positive "can do" attitude
- Take personal responsibility for own actions
- Commit to a culture of continuous improvement
- Work within the performance framework of Salford Youth Zone and OnSide
- Represent Salford Youth Zone positively and effectively in all dealings with internal colleagues, and external partners
- Comply with all policies and procedures, with particular reference to safeguarding, codes of conduct, health and safety and equality and diversity to ensure all activities are accessible
- 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)
- Assist with any promotional activities and visits that take place at the Youth Zone
- Actively promote the Youth Zone and positively contribute towards increasing Youth Zone membership.

PERSON SPECIFICATION

Selection Criteria A = Application Form I = Interview	Essential or Desirable	Method of Assessment
Experience		
Experience of working with groups of young people aged 8 to 19, or up to aged 25 with additional needs	Essential	A & I
Experience of working with young people from diverse backgrounds and with challenging needs	Essential	A & I
Experience of delivering a wide range of sports or activity	Essential	A & I
Experience of delivering events and competitions	Essential	A & I
Experience of team work and working alongside volunteers	Essential	A & I
Experience of working with young people with additional needs	Desirable	A & I
Qualifications		
Level 2 Gym Instructing or above	Essential	A
First Aid qualification	Desirable	A
Level 2 Certificate in Coaching Weightlifting	Desirable	A
Skills		
Ability to deliver high quality fitness programmes with young people who face social exclusion, disadvantage and disaffection and manage such a group	Essential	A & I
Able to work as part of a team and under own initiative	Essential	A & I
Able to support the planning and evaluation of programs of activity including production of session plans and program reports	Essential	A & I
Able to communicate effectively with young people, parents, team members and members of the public	Essential	A & I
Ability to engage and build positive relationships with young people, including disengaged and disadvantaged young people	Essential	A & I
Ability to coach, encourage, motivate and provide reliable support to young people	Essential	A & I

Knowledge		
Understand the principles of working with young people, the issues affecting their lives and knowledge of their needs	Essential	A & I
Knowledge of health and safety, diversity awareness and safeguarding best practice	Essential	A & I
Basic knowledge of sports pathways	Desirable	A & I
Special Requirements		
A willingness to work unsociable hours	Essential	A & I
A willingness to cover events, holidays and staff absence	Essential	A & I
Enhanced DBS clearance and commitment to Safeguarding children	Essential	A & I
The ability and willingness to travel to events in the region and beyond	Essential	A & I

*Selection criteria for guidance only, alternative methods may be used to assist the selection process.

ADDITIONAL INFO

The role is based at Salford Youth Zone. Salford Youth Zone is committed to safeguarding and promoting the welfare of children, young people and vulnerable groups. This post is subject to an enhanced DBS check.

The strength of Salford and the OnSide network of Youth Zones is the diversity of its people; we place huge value on equal opportunities and encourage applications from candidates of diverse backgrounds, communities and abilities. The one thing we all have in common is our desire to raise the aspirations of young people across the country.

For information regarding how OnSide Youth Zones process your data, please visit www.onsideyouthzones.org/applicant-privacy/

APPLICATION PROCESS

Application form: salfordyouthzone.org/get-involved/vacancies/

How to apply: Please complete the application form and return to recruitment@empoweryouthzones.org













Closing date: Wednesday 9th April 2025

Interview date: Sunday 13th April 2025

We review applications on a rolling basis and reserve the right to close the role at any time.

STRICTLY NO AGENCIES PLEASE

BENEFITS OF WORKING FOR SALFORD YOUTH ZONE

 Onsite Fitness Gym & Boxing / MMA Suite	 33 Days Annual Leave Pro-Rata	 Secure Cycle Store
 Branded Workwear	 Internal Café	 Flexible Working
 Learning and Development Opportunities	 Partnership Working	 Working with Like-Minded People and Cultures
 Company Sick Pay and Enhanced Maternity Leave	 Pension Scheme	 Living Wage Employer

Employee Assistance Programme

Salford Youth Zone's Employee Assistance Programme provides free and confidential support for our employees on a wide-range of topics, such as:

- Unlimited telephone support (24/7) with calls answered by experienced in-house counsellors, legal and financial specialists
- Structured counselling over the phone, via live chat, email, or in person (up to 6-sessions)
- Family advice line on topics such as childcare & eldercare
- Legal information services including debt & financial information
- Critical incident and trauma support
- Occupational health services
- Crisis support
- "My Healthy Advantage" smartphone app and online personalised wellbeing portal, including videos, webinars, mini health checks and health coaching
- Coverage for dependents (partner/spouse and children aged 16-24) within HMRC guidelines
- Support for line managers
- BrightTV and Wellbeing podcasts



SESSIONAL YOUTH WORKER (SPORTS & FITNESS)



OUR VALUES



YOUNG PEOPLE FIRST

Young people are at the heart of everything we do, inspiring and challenging us to deliver services that exceed their needs and challenge them to be the best they can be.

EXCELLENCE

We encourage ourselves and each other to be the best we can be through continuous learning and improvement, and a focus on finding solutions.



RESPECT

We act with honesty and integrity, celebrating diversity across the whole organisation and caring about each other, our young people and the Youth Zone environment.



AMBITION

We are passionate and driven in taking on new challenges, embracing new ideas and exceeding our ambitions for young people, the Youth Zones and our local communities.

COLLABORATION

We create and nurture strong, creative partnerships, working together to achieve better results and outcomes for young people.

