

EMPOWER
MANCHESTER • SALFORD

THE HOME OF

HIDE
OUT
An OnSide Youth Zone



SOMEWHERE SAFE TO GO | SOMETHING POSITIVE TO DO | SOMEONE TRUSTED TO TALK TO

SESSIONAL YOUTH WORKER (HEALTH & WELLBEING)

Job Title: Sessional Youth Worker (Health & Wellbeing)

Reporting to: x

Location: Salford Youth Zone (Pendleton)

Salary: £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

BENEFITS

- Onsite Fitness Gym & Boxing/MMA Suite
- 33 days annual leave
- Secure cycle store
- Branded workwear
- Queen Bee's Café - Free hot meal on session
- Learning and development opportunities
- Partnership working
- Working with like-minded people and cultures
- Part of a wider network
- Workplace pension scheme
- Special Leave
- Birthday Off
- Employee Assistance Programme through Health Assured
- Health and Wellbeing support which includes an app - Wisdom
- Enhanced maternity and paternity
- Company Sick Pay
- Real Living Wage Employer
- Charity Worker Discount / Bright Exchange Discount - through EAP/Wisdom

APPLICATION PROCESS

Date posted: Monday 10th November 2025
Closing date: Sunday 7th December 2025
Interview date: Candidates must be free for a group interview on Saturday 13th /Sunday 14th December
Application form: www.empoweryouthzones.org/vacancies/
How to apply: Please complete the application form and return to recruitment@empoweryouthzones.org

STRICTLY NO AGENCIES PLEASE

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

Feel free to give us a call on **0161 676 4000** if you have any questions about this role, or to hear from a team member about life working at the youth zone.

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ABOUT EMPOWER

Empower Youth Zones is the charity that oversees the creation, management and sustainability of Youth Zones in Manchester and Salford. These include HideOut Youth Zone located in Gorton (East Manchester) which opened in 2020, and Salford Youth Zone located in Pendleton, which opened to young people in June 2025. HideOut and Salford Youth Zone provide children and young people aged 8-19 and up to 25 for those with additional needs with somewhere safe to go, something positive to do and someone trusted to talk to.

Youth Zones are purpose-built spaces fizzing with energy and crammed with incredible facilities. They are staffed by skilled and dedicated Youth Workers who truly believe in young people – helping them see what they could achieve, and giving them the skills, confidence and ambition to go for it. This is life-changing support that helps tens of thousands of young people from a diverse range of backgrounds to thrive.

HideOut and Salford Youth Zone are part of a national and growing network of Onside Youth Zones. There are currently 15 active Onside Youth Zones across the UK with 20 due to be open by 2025.

WHAT IS THE ROLE?

Our targeted youth work and projects, alongside arts and sport are at the heart of Salford Youth Zone's offer to young people. Feedback from young people and experience from operational Youth Zones tells us that some young people want dedicated and safe spaces within their Youth Zone.

This role is based in the health and well-being room (which is equipped with hairdressing and barbers chairs and a nail station) and you will work with all young people to provide a wide range of opportunities from informal education sessions, wellness projects, advice and support and the more traditional health and beauty pastimes.

WHAT WILL I BE DOING?

- Together with the Youth Work Managers, developing and implementing a programme that is exciting, challenging and ever changing
- Delivering targeted sessions to young people, ranging from informal education sessions to hair and beauty
- Delivering single gender work
- The role is 100% face to face delivery with young people
- Working directly with young people to develop their social skills
- Directly delivering a high-quality programme of activities that are exciting, safe, varied, innovative, developmental and directly responds to the diverse needs, concerns and interests of the members
- Have great energy and establish positive relationships with young people, the wider youth work team and visitors to the Youth Zone
- Responding to the needs of young people through activities and project work
- Supporting and motivating volunteers
- Working flexibly to ensure the needs of the members are met, including disadvantaged young people and those with disabilities or additional needs
- Ensuring that the members maintain a high standard of behaviour and discipline during sessions by making the area a hub of activity and fun
- Ensuring the participation of young people in activities and that their ideas contribute fully in the delivery of activities in a safe way
- Be able to think on your feet and deliver an activity with minimal equipment
- Ability to enthuse others, including staff, volunteers and young people
- Make the environment fun and the place young people want to be
- To be an active member of the team and operate in line with the values and principles of Salford Youth Zone
- 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 Empower Youth Zones and OnSide
- Represent Empower Youth Zones 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 working with young women	Essential	A & I
Experience of working with LGBTQ+ young people	Essential	A & I
Experience of delivering targeted sessions	Essential	A & I
Experience of working with young people with additional needs and disabilities	Essential	A & I
Experience of delivering events and displays	Desirable	A & I
Experience of team work and working alongside volunteers	Essential	A & I
Qualifications		
Level 2 Youth Work Qualification	Desirable	A

Skills		
Ability to deliver a high-quality programme with young people who face social exclusion, disadvantage and disaffection and manage such a group	Essential	A & I
Practical skills in health and beauty or skills to deliver health and well-being projects	Essential	A & I
Able to work as part of a team and under own initiative	Essential	A & I
Able to plan and evaluate the programme of activities, including production of session plans and evaluations	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

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 arts 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

ADDITIONAL INFO

EMPOWER 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 EMPOWER 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/



OUR VISION, MISSION & VALUES

OUR VISION

Children and Young People are inspired to lead healthy, happy, safe and successful lives.

OUR MISSION

To provide children and young people with somewhere safe to go, something positive to do and someone trusted to talk to.

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, with 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.



AMBITIOUS

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



COLLABORATIVE

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