



## SESSIONAL YOUTH WORKER (RECREATIONAL YOUTH ENGAGEMENT & ACTIVITY AREA)

**Job Title:** Sessional Youth Worker (Recreational Youth Engagement & Activity Area)

**Reporting to:** Youth Work Manager & Session Lead

**Location:** HideOut Youth Zone (Gorton)

**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 HideOut 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.

HideOut Youth Zone has supported over 7,000 children and young people since it opened, offering a dynamic youth provision that is open 7 days a week (including school holidays).

HideOut's state-of-the-art building provides young people with somewhere safe to go, something positive to do and someone trusted to talk to, with facilities that include a 3G pitch, climbing wall, gym, sports hall and recreation area, and dance, arts, music and media suites.

Due to the success of HideOut Youth Zone, EMPOWER has been granted the opportunity to open another Youth Zone within Greater Manchester – Salford Youth Zone (known officially as SYZ).

The two Youth Zone's 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 is to ensure all young people grow to lead happy, healthy, safe and successful lives.



# WHAT IS THE ROLE

The recreation and activity area are at the heart of HideOut's offer to young people. The recreation offer is wide ranging, and no day is ever the same. As a member of the team, you will be key in ensuring young people have access to an exciting and engaging programme, which could range from pool & table tennis competitions to organising a debate on mental health or hosting an anti-bullying project.

The role requires you to be vigilant, manage behaviour and keep the space clean along with equipment fit for purpose. The post holder will be responsible for creating a lively, dynamic, creative, and fun-loving environment for all young people, whilst also creating space for young people to explore and discuss some of the big issues of the day and of course have FUN!

## WHAT WILL I BE DOING?

- Together with the Junior Club Manager, Senior Club Manager and Rec Lead, developing and implementing a recreational programme that is exciting, challenging and ever changing
- 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 activity that is exciting, safe, varied, innovative, developmental and directly responds to the diverse needs, concerns and interests of the members
- You will laugh, a lot at really rubbish jokes!
- 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 in the recreation area
- Supporting and motivating volunteers working in the recreation area
- Working flexibly to ensure the needs of the members are met, including disadvantaged young people and those with 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 ensure that their ideas contribute fully in the delivery of activities in a safe way
- Be able to think on your feet and create a fun activity with minimal equipment
- Ability to enthuse others, including staff, volunteers and young people, making the environment fun and the place young people want to see
- Be able to make ten games up using just a ball or piece of rope!
- Be an active member of the team and operate in line with the values and principles of HideOut Youth Zone
- Promoting cultural cohesion and inclusion and proactively challenge any prejudice and discrimination.
- Welcome the Youth Zone Members - this includes wandering, bag searching and pat downs to ensure the safety of Youth Zone staff and members.

## 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 HideOut Youth Zone and OnSide
- Represent HideOut 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.
- Together with the Junior Club Manager, Senior Club Manager and Deputy Youth Work Manager you will be developing and implementing a recreational programme that is exciting, challenging and ever changing

# PERSON SPECIFICATION

<b>Selection Criteria</b> A = Application Form I = Interview	<b>Essential or Desirable</b>	<b>Method of Assessment</b>
<b>Experience</b>		
Face to face activity delivery, working with young people both in groups and individually	Essential	A & I
Experience of delivering a range of informal, creative activities to young people	Essential	A & I
Experience of supporting young people who are disaffected, underachieving and / or have social / emotional barriers to participation	Essential	A & I
Experience of team work and working alongside volunteers	Essential	A & I
Organising a programme of youth work activities	Desirable	A & I
Experience of working with challenging young people	Desirable	A & I
Residential work with young people	Desirable	A & I
<b>Qualifications</b>		
Introduction to Youth Work or Youth and Community Work Level 1.	Desirable	A & I
<b>Skills</b>		
A good sense of humour	Essential	A & I
Ability to engage and build positive relationships with young people, including the disengaged/disadvantaged	Essential	A & I
Ability to develop good professional relationships with young people and adults	Essential	A & I
Ability to work with young people to enable the development of their social education by providing activity programmes, services and facilities that are fun	Essential	A & I
Ability to be enthused by young people and others	Essential	A & I
Ability to coach, encourage, motivate and provide reliable support to young people	Essential	A & I
Ability to dynamic risk assess	Desirable	A & I

Knowledge		
Understanding of issues affecting young people's lives	Essential	A & I
Knowledge of health and safety, diversity awareness and safeguarding best practice	Essential	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

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/](http://www.onsideyouthzones.org/applicant-privacy/)

## APPLICATION PROCESS

**Application form:** <https://empoweryouthzones.org/vacancies/>

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

**Closing date:** Midday Wednesday 23rd April






### 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 511 3777** if you have any questions about this role, or to hear from a team member about life working at the youth zone.



## **BENEFITS OF WORKING FOR EMPOWER YOUTH ZONES**

 <b>Onsite Fitness Gym &amp; Boxing / MMA Suite</b>	 <b>33 Days Annual Leave Pro-Rata</b>	 <b>Secure Cycle Store</b>
 <b>Branded Workwear</b>	 <b>Queen Bee's Cafe</b>	 <b>Flexible Working</b>
 <b>Learning and Development Opportunities</b>	 <b>Partnership Working</b>	 <b>Working with Like-Minded People and Cultures</b>
 <b>Company Sick Pay and Enhanced Maternity Leave</b>	 <b>Pension Scheme</b>	 <b>Living Wage Employer</b>

## **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

**EMPOWER**  
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# 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.

