

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 (SPORT)

Job Title: Sessional Youth Worker (Sport)

Reporting to: Sports Coordinator

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 and parents, Sports 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?

To deliver an exciting programme of sports activities which will engage young people aged 8 – 19 years (up to 25 for those with additional needs) at Salford Youth Zone. The sports offer at Salford is 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 adventurous activities that will be challenging, stimulating, fun, engaging and developmental. You will be involved in teaching the fundamentals of a single sport, or range of sports activities to young people, as well as facilitating taster sessions, competitions and challenges which build young people's engagement, skills and fitness levels. You will coach and develop teams and support volunteer sports coaches. 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 level 1/2 specific coaching qualifications, from a National Governing Body.

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 sports
- 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
- Completing and monitoring information required for impact measures, encouraging feedback from young people taking part in activities and sharing this with the staff team regularly
- 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
- Assisting in identifying talented young people and encourage further development
- Maintaining current knowledge of relevant National Governing Body programmes, policies and practices
- 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 delivering a wide range of sports or activity sessions	Essential	A & I
Experience of delivering events / competitions	Desirable	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 1 NGB Coaching certificate in one or more disciplines	Essential	A
First Aid qualification	Desirable	A
Additional Level 1/2 or above National Governing Body Award	Desirable	A

Skills		
Ability to deliver high quality sports 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 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.