

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 (INCLUSION)

Job Title: Sessional Youth Worker (Inclusion)

Reporting to: Inclusion Coordinator

Location: HideOut Youth Zone (Gorton) or
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, Inclusion Coordinator, Head of Youth Work and 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
- Company Sick Pay
- Real Living Wage Employer
- Charity Worker Discount / Bright Exchange Discount - through EAP/Wisdom

APPLICATION PROCESS

Date posted: Thursday 26th February 2026

Closing date: Sunday 15th March 2026

Interview and assessment date: Sunday 29th March 2026

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 511 3777** 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 17 active Onside Youth Zones across the UK with 22 due to be open by 2026.

WHAT IS THE ROLE?

The Inclusion Team focuses on ensuring the Youth Zone's provision for young people (aged 8-19, up to 25 with additional needs) is inclusive; supports community cohesion and provides an environment where members from diverse demographics, ethnic communities, and those with disabilities feel safe, involved and welcome. The role is key to removing barriers that young people may face in accessing the Youth Zone. In addition to supporting them in reaching their full potential, you will provide young people with someone to talk to and encourage them to engage, on their own terms, with the wider offer and programme at the Youth Zone.

WHAT WILL I BE DOING?

- Promoting cultural cohesion and inclusion and proactively challenging any prejudice and discrimination
- Working directly with children and young people to plan, lead and deliver safe, fun and structured sessions within the Youth Zone which are progressive and reflect the needs of young people
- Confidently managing and establishing positive relationships with groups of children and young people
- Completing and monitoring information required for impact measures, to encourage feedback from young people taking part in activities, and to share 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
- Contributing towards the Youth Zone's wider programme of arts, sport and targeted activity
- Encouraging attendance and participation in a range of activities particularly by young people who do not usually participate
- Assisting in identifying talent and interest in young people and encouraging further development via different opportunities
- Maintaining current knowledge of relevant national and local programmes, initiatives, policies and practices
- Be an active member of the team and operate in line with the values and principles of Empower Youth Zones
- 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 diverse young people from different backgrounds	Essential	A & I
Experience of delivering events/displays and performances	Desirable	A & I
Experience of working with young people with additional needs and disabilities	Desirable	A & I
Experience of team work and working alongside volunteers	Essential	A & I
Qualifications		
Level 2 Youth Work Qualification	Desirable	A
Additional relevant qualifications or training (eg; team games, safeguarding)	Desirable	A

Skills		
Ability to deliver high quality targeted programmes with children and young people who face social exclusion, disadvantage and disaffection and manage such a group	Essential	A & I
Ability to manage behaviour and maintain a safe environment	Essential	A & I
Able to plan activity programmes and evaluate their impact	Essential	A & I
Strong communication and teamwork skills	Essential	A & I
Ability to engage and build positive relationships with young people, including hard-to-reach and disengaged young people	Essential	A & I
Able to deliver within an equal opportunities' framework	Essential	A & I
Ability to coach, encourage, motivate and provide reliable support to children and 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
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/



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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.