

ROLE PROFILE

JOB TITLE	Sports Youth Worker: Free running and/or gymnastics	SALARY:	Up to £9.36 an hour dependent on experience
REPORTING TO:	Sports Co-ordinator	HOLIDAYS:	33 days including bank holidays (pro-rata)
LOCATION:	HideOut Youth Zone	HOURS:	Between 9 to 20 hours per week, evenings and weekends *Multiple positions available

THE PERSON: Are you dedicated to helping young people have fun, get fit and improve their general health and well-being in a safe environment? Do you hold a level 1 or 2 qualification in gymnastics or free running? Do you love sport and fitness and are you passionate about changing young people’s lives with your skills, knowledge and passion?

KEY RELATIONSHIPS: Young people and parents, Sports Co-ordinator, Head of Youth Work and HideOut Youth Zone’s staff, volunteers, partners and stakeholders

HOW TO APPLY: Please complete a HideOut Youth Zone Application Form (www.hideoutyouthzone.org/vacancies/) and email together with a copy of your up-to-date CV to recruitment@hideoutyouthzone.org.

Deadline for applications: 9am, Monday 16th March 2020

Interviews: Saturday 4th & Sunday 5th April 2020 (you must be available both days)



JOB PURPOSE:

Sports, alongside Arts and Youth Work, is at the heart of HideOut offer to young people. The sports offer at HideOut 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 multi-disciplinary activities that will be challenging, stimulating, fun, engaging and developmental. You will ensure that the sports offer is complemented by activities such as gymnastics and free running and that all young people are encouraged to participate to maintain a well-used activities programme. You will ensure that the activities are run to the highest safety standards, offering young people a safe, exciting, challenging and welcoming environment. You will provide supervision and advice to young people and support HideOut Youth Zone’s staff and volunteers.

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 a Level 2 NGB in gymnastics and free running.

CONTEXT OF THE POST:

Manchester is a growing global City with a population of circa 550,000 people, including an estimated 140,000 children and young people aged 0-19 years old. The city has faced significant cuts to its youth and play services over the past decade and with rising disproportionate child poverty rates when compared nationally, children and young people need universal services that empower them, aid their personal and social development and provide positive opportunities more than ever. Manchester is bringing key cross sector stakeholders together including

business, public and third sector leaders to develop and sustain a new world class Youth Zone in East Manchester.

OnSide Youth Zones, established in 2008, has been growing rapidly and has ambitious plans to create 100 Youth Zones in towns and cities, giving young people somewhere safe and inspiring to go in their leisure time. They are amazing places: accessible, vibrant, welcoming, fun and caring are just some of the words used by young people to describe their Youth Zone. HideOut Youth Zone (opening in Spring 2020) will be no exception and is part of the OnSide network of Youth Zones.

Youth Zones give young people affordable access to a broad range of sport, arts and employability services, designed to help them lead active, positive lives and raise their aspirations for themselves and their community.

HideOut Youth Zone is centrally located, dedicated to young people and makes a bold statement about the importance of giving young people high quality places to go in their leisure time. Open 7 days a week including school holidays, the Youth Zone's purpose is to help young people grow to be happy, healthy and successful adults. The state-of-the-art £6.6 million building will provide young people with access to a range of activities, all offering young people the opportunity to try new things, meet new friends and gain support from friendly, warm and positive staff and volunteers. The facilities include a 3G pitch, gym, sports hall and recreation area, and dance, arts, music and media suites.

Duties and Responsibilities - General

- 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
- Represent HideOut Youth Zone positively and effectively in all dealings with internal colleagues, and external partners
- To 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)
- To assist with any promotional activities and visits that take place at the Youth Zone
- To actively promote the Youth Zone and positively contribute towards increasing Youth Zone membership
- To adhere to HideOut Youth Zone policies at all times, with particular reference to Health and Safety, Safeguarding and Equal Opportunities

DUTIES AND RESPONSIBILITIES – DETAILED

- Together with the Sports Co-ordinator, plan, develop and implement a comprehensive free running and/or gymnastics programme for young people, enabling them to build their confidence, social skills and overall wellbeing
- Coordinate and deliver the programme to young people
- Ensure continuous development of the programme, developing and expanding to meet the changing needs of our members
- Carry out inductions for new users, and then provide supervision in relevant sporting activities related to your discipline, promoting best practice and safe use at all times
- The role is 100% face to face delivery with young people
- Ensure the highest standards of health and safety are maintained access your sessions
- Ensure that all equipment necessary to set up a session is fit for purpose and stored correctly and securely after completion of a session.
- Carry out and log daily, weekly and monthly checks, reporting any defects or faults to the Sports Coordinator. Carry out remedial action where appropriate
- Assist in the provision of risk assessments and report to the relevant Session Manager any accident or incident that requires attention, completing accident report forms as appropriate
- Deliver accredited awards, motivate, encourage and support young people to participate fully in the sports offer
- Keep up to date on policies or procedures required for safety in this area of sport
- Ensure sport areas are kept clean, tidy and clear of rubbish at all times
- To manage, support and coordinate sessional staffing requirements for sports offer as required
- To promote and safeguard the welfare of young people at all times
- To promote cultural cohesion and inclusion and proactively challenge any prejudice and discrimination

- Any other duties as may reasonably be required

PERSON SPECIFICATION

Selection Criteria* A = Application Form I = Interview T = Test/Personality Profile	Essential or Desirable	Method of Assessment
Experience		
Experience of leading on or working with groups of young people 8-19 years of age, or up to age 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 and competitions	Desirable	A & I
Experience of working with young people with additional needs	Desirable	A & I
Experience of team working and alongside volunteers	Essential	A & I
Qualifications		
Level 2 NGB Coaching certificate in one or more disciplines	Essential	A
First Aid Qualification	Desirable	A
Additional Level 1 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. Ability to 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 programmes, including production of session plans and programme reports	Essential	A & I
Able to communicate effectively with young people, parents, team members and members of the public	Essential	A & I
Able to deliver within an equal opportunity's framework	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. 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

HideOut 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.

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 HideOut Youth Zone and OnSide Youth Zones process your data, please visit www.onsideyouthzones.org/applicant-privacy/

ON-SIDE YOUTH ZONES NETWORK 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 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.



AMBITIOUS

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.

COLLABORATIVE

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

