



SESSIONAL YOUTH WORKER SPORT

Job Title: Sessional Youth Worker Sport

Reporting to: Sports Coordinator

Location: HideOut Youth Zone (Gorton)

Hourly Rate: £12 p/h (Real Living Wage)

Holidays: 33 days including bank holidays (pro-rata)

Hours: Various contracts available.
(see contracts section below)

Key Relationships: Young people and parents, Sports Coordinator, Head of Youth Work and HideOut Youth Zone's staff, volunteers, partners and stakeholders

EMPOWER YOUTH ZONES

Empower Youth Zones 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 Youth Zones 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 will 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 Youth Zone's vision to ensure all young people grow to lead happy, healthy, safe and successful lives.



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 HideOut Youth Zone. 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 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 HideOut 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 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 Safeguarding Lead 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 support the planning and evaluation of programmes of activity, including production of session plans and programmes reports | Essential | A & I |
| Able to communicate effectively with young people, parents, team members and members of the public | Essential | A & I |

PERSON SPECIFICATION

| | | |
|---|-----------|-------|
| 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 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.

CONTRACTS AVAILABLE - SPORTSHALL & MUGA

| Sportshall | | | | Muga | | | |
|-------------------|--------------------------|---------------------------|-----------|-------------------|------------------------|---------------------------|------------|
| Contract 1 | Monday 3:45pm - 9:15pm | Friday 3:45pm - 9:15pm | 11 Hours | Contract 1 | Monday 5pm - 9:15pm | Friday 3:45pm - 7pm | 7.5 Hours |
| Contract 2 | Tuesday 3:45pm - 8:15pm | Sunday 10:45am - 3:15pm | 8.5 Hours | Contract 2 | Wednesday 5pm - 9:15pm | Saturday 10:45am - 3:15pm | 9 Hours |
| Contract 3 | Thursday 3:45pm - 8:15pm | Saturday 10:45am - 3:15pm | 8.5 Hours | Contract 3 | Tuesday 3:45pm - 7pm | Saturday 3:45pm - 9:15pm | 8.75 Hours |

We are open to discussing a combination of, or alternate to what is outlined.

ADDITIONAL INFO

We particularly encourage applications from people groups who are currently under-represented in our workforce, including those from South Asian heritage and their diasporas.

The role is full-time and based at HideOut Youth Zone in East Manchester. 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.

The strength of HideOut 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/

APPLICATION PROCESS

- Application form:** www.hideoutyouthzone.org/vacancies
- How to apply:** Please complete the application form and return to recruitment@empoweryouthzones.org
- Closing date:** Midday Wednesday 25th March 2024
- STRICTLY NO AGENCIES PLEASE**

SESSIONAL YOUTH WORKER SPORT



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.

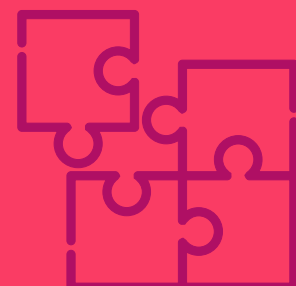


AMBITION

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.



BENEFITS OF WORKING FOR HIDEOUT YOUTH ZONE

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

Employee Assistance Programme

HideOut'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

HIDE
OUT
An OnSide Youth Zone