



HOLIDAY CLUB SESSIONAL YOUTH WORKERS

JOB TITLE:	Holiday Club Sessional Youth Workers (Casual Contract)	SALARY:	£10.90 per hour (Living Wage Employer)
REPORTING TO:	Junior & Holiday Club Co-ordinator	HOLIDAYS:	33 days including bank holidays (pro-rata)
LOCATION:	HideOut Youth Zone	HOURS:	Various (daytime, school holidays only)

KEY RELATIONSHIPS: Young people, parents and carers, Junior & Holiday Club Co-ordinator, Head of Youth Work, HideOut Youth Zone's staff, volunteers, partners and stakeholders

A BIT ABOUT HIDEOUT

Now two years into its delivery and open 7 days a week, including school holidays, HideOut Youth Zone's purpose is to help young people grow to be happy, healthy and successful adults. Our state-of-the-art £6.6 million building provides young people with somewhere to go, something to do and someone to talk to. Facilities include a 3G pitch, climbing wall, gym, sports hall and recreation area, and dance, arts, music and media suites. As HideOut moves into the next stage of its journey, the next three years will see the evolution of the delivery, facilities and opportunities for young people across Manchester.

WHAT IS THE ROLE?

HideOut Youth Zone delivers a Holiday Club each school holiday throughout the year and we are looking for dedicated and committed support staff. You will be part of a fantastic team working with up to 75 young people aged 8-12 years old, planning and delivering Holiday Club activities. HideOut has a host of fantastic facilities including a music room, gym, performing & creative arts studio plus a huge sports hall, recreational area and outdoor space. We want young people during the holidays to have somewhere to go, something to do and someone to talk to all whilst having lots of FUN!

Our Holiday Club programme is delivered between 8am and 5pm, Monday to Friday each school holiday and we are looking for staff who can be rota-ed to work in-between these hours.

WHAT WILL I BE DOING?

- The role is 100% face-to-face delivery with young people aged 8-12 years
- Plan, lead and deliver safe, fun and structured activities that reflect the interests and aspirations of young people
- Confidently establish and develop positive relationships with children from a diverse range of backgrounds and with varying needs
- Have great energy and enthusiasm for working with HideOut's members & the youth work team
- Demonstrate your strengths and skills in particular areas (e.g. music, sports, arts) so as to provide new, enhanced or targeted opportunities



- Be adaptable to the needs of young people and ensure that members maintain a high standard of behaviour and discipline during sessions by making the Holiday Club a hub of safe & engaging activity
- Provide guidance and support to Young Leaders and HideOut's volunteers
- Promote cultural cohesion and inclusion and proactively challenge any prejudice and/or discrimination
- Any other duties as may reasonably be required.

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.

PERSON SPECIFICATION

Good candidates for this will possess the following skills, knowledge, experience and personality.

Selection Criteria* A = Application Form I = Interview T = Test/Personality Profile	Essential or Desirable	Method of Assessment
Experience		
Experience of working with young people aged 8 to 12 both in groups and individually	Essential	A & I
Experience of working with young people from diverse backgrounds and with challenging needs	Essential	A & I
Experience of working with young people with additional needs	Desirable	A & I
Experience of team working and alongside volunteers	Essential	A & I
Experience of working with young people who face social exclusion, disadvantage and disaffection	Desirable	A & I
Qualifications		
Any childcare, play work or youth work qualification	Desirable	A
First Aid qualification	Desirable	A
Skills		
Ability to enthuse young people and others with activities that are engaging, fun, developmental and challenging	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
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
A good sense of humour	Essential	A & I

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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		
Able to commit to working during school holidays (daytimes only)	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 INFORMATION

The role is part-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/

ONSIDE 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.



BENEFITS OF WORKING FOR HIDEOUT YOUTH ZONE



Onsite fitness gym & boxing / MMA suite



33 days annual leave pro rata



Secure cycle store



Branded workwear



Queen Bee's cafe



Flexible working



Learning and development opportunities



Partnership working



Working with like-minded people and cultures



Part of a wider network



Pension scheme



Living Wage Employer

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



An **onSide** Youth Zone