

Job Description

Job title	Sessional Youth Worker (Activity and Recreation)
Reporting to:	Youth Work Activities and Projects Co-Ordinator
Location:	The Way Youth Zone
Key Relationships:	Youth Zone staff, young people, parents and local partners

Job Purpose:

To support your line manager with the delivery of activities and projects within the Youth Zone. The role requires the creation of a space that is warm, welcoming, active and full of life and challenge. To enhance this, you will build positive and effective working relationships with young people and colleagues alike ensuring that young people are at the centre of all you do.

Context of the post:

Attracting young people from across the borough with its fantastic facilities, the Way Youth Zone provides positive activities and practical support, especially for those who are disadvantaged. The Youth Zone enables young people to make constructive use of their leisure time and to raise their aspirations. The centre is open seven nights a week, at weekends and during school holidays. The Youth Zone also develops and delivers targeted projects to improve the lives of disadvantaged and vulnerable young people in the area. With over 4,400 members at the end of our first year of opening, we provide 20+ activities each evening to over 1,200 young people, 52 weeks a year.

We are more than just an activity centre. We provide young people with 'somewhere to go, something to do and someone to talk to'. Our team of around 75 staff and over 100 volunteers provide a safe, supportive and inspiring space for young people to make the very best use of their leisure time and acquire the skills, knowledge and confidence to lead healthy and successful adult lives. We inspire young people to be ambitious, raise their aspirations and help our members to define and realise their goals.

Our service is in an award winning iconic two-storey building with an impressive array of facilities including a dedicated sports hall, a climbing wall, gym, boxing ring, dance and performing arts studio, art room, media suite, kitchen, music spaces, cafe, social areas and an outdoor floodlit all-weather pitch.

The Way Youth Zone's Values and Aspirations:

The Way Youth Zone is a place of activity, adventure and fun for all young people where they can try new experiences and learn new skills. The Way Youth Zone supports young people to reach their full potential, grow their dreams and achieve their goals.

We are looking for someone who can deliver this aspiration for Wolverhampton's young people and share the following values:

TOGETHER	We are committed to building positive, inclusive relationships with all. Individuals are respected and celebrated within The Way community.
HONEST	We are open and sincere. We act with integrity and transparency and are accountable for our words and actions.
ENERGETIC	We approach all we do with a 'can-do' attitude. We are positive, dynamic and flexible and always give our best for Wolverhampton's young people.
WELCOMING	We create a safe, positive and supportive atmosphere for all. We care for people and are passionate in all we do.
ASPIRATIONAL	We are constantly evolving and always seek to improve. We grow, progress and develop as an organisation and as individuals. We lead by example and inspire others.
YOUTH-LED	We are needs-led and young person focused throughout our work

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 The Way Youth Zone and Onside
- Represent The Way 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
- To be alert to issues of safeguarding and child protection, ensuring the welfare and safety of Youth Zone members is promoted and safeguarded, to report any child protection concerns to

the designated safeguarding officer 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 Way Youth Zone and positively contribute towards increasing Youth Zone membership through contributing to an aspirational programme.

Duties and Responsibilities - Detailed

- To support your line manager with the delivery of activities within the Youth Zone
- To work directly with children and young people aged 8-19yrs (25yrs with disabilities) to develop their social skills and build their confidence by delivering programmes of activities and services
- To directly deliver a high quality programme of activity that is exciting, safe, varied, innovative, developmental and directly responds to the diverse needs, concerns and interests of the members
- To establish positive relationships with children and young people
- To respond to the needs of the young people through activities within the Youth Zone;
- To support and motivate volunteers working in The Way Youth Zone
- To work flexibly to ensure the needs of the members are met, including disadvantaged children and young people and those with disabilities or additional needs
- To ensure that the members maintain a high standard of behaviour and discipline during sessions
- To ensure the participation of young people in activities and that their ideas contribute fully in the delivery and evaluation of activities
- 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 promote and safeguard the welfare of children and young people at all times

Person Specification

Selection Criteria* A = Application Form I = Interview	Essential or Desirable	Method of Assessment
Experience		
Face to face youth work activity delivery, working with young people both in groups and individually	Essential	A & I
Experience of delivering sports and or arts activities and or targeted personal development programmes	Desirable	A & I
Experience of supporting young people who are disaffected, underachieving, may have social and or emotional barriers to participation	Essential	A & I
Experience of working in a team and alongside volunteers	Essential	A & I
Organising a programme of youth work activities	Desirable	A & I
Experience of working with challenging young people	Desirable	A & I
Residential work with young people	Desirable	A & I
Educational / Vocational Qualifications		
Introduction to Youth Work or Youth and Community Work NVQ / VRQ Level 1 or Level 1 Sports Leaders Award	Desirable	A
Qualification in Literacy and Numeracy, Grade C or above	Desirable	A
Skills		
Ability to engage and build positive relationships with young people including the disengaged and disadvantaged	Essential	A & I
Ability to develop good professional relationships with children, young people and adults	Essential	A & I
Ability to work with young people to enable the development of their social education by providing activity programmes, services and facilities that are fun and engaging	Essential	A & I
Ability to encourage, motivate and provide reliable support to young people	Essential	A & I
Ability to deliver high quality activity programmes with young people facing disadvantage and disaffection	Essential	A & I
Good written and verbal communication skills	Desirable	A & I
Knowledge of health and safety, diversity awareness and safeguarding best practice	Essential	A & I
Knowledge		
Understanding of issues affecting young people's lives	Essential	A & I
Knowledge of health and safety, diversity awareness and safeguarding best practice, how these relate to young people	Desirable	A & I

*Selection criteria for guidance only, alternative methods may be used to assist the selection process

The Way Youth Zone is committed to safeguarding and promoting the welfare of children, young people and vulnerable groups.