

Job Description

Job title	Art Activity Worker
Reporting to:	Arts Co-ordinator
Location:	The Way Youth Zone
Key Relationships:	Youth Zone staff, young people, parents and local partners

Job Purpose:

To deliver a range of exciting art activity programmes to young people that will challenge, stimulate and provide new opportunities, in line with the art activity programme in the Youth Zone. To teach and lead the fundamentals of art to young people whilst developing skill levels.

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.
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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

Additional information:

Normal working hours will involve working unsocial hours in the evenings (up to 10.30 pm) and at weekends during Youth Zone sessions or at events, and also working during the day.

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 work directly with children and young people (8-12 years and / or 13-21 years) to plan, lead and deliver safe, fun and structured art sessions within the Youth Zone which are progressive and reflect the needs of young people
- To confidently manage and establish positive relationships with groups of children and young people with children and young people
- To complete all monitoring information required for impact measures, to encourage feedback from young people taking part in activities, and share this with the staff team regularly
- To work with young people from a range of backgrounds and with a range of needs.
- Effectively communicate at all levels, orally and in writing
- To work alongside other team members and provide guidance and support to young leaders and volunteers
- To undertake attend regular training and development sessions and events where required
- To encourage attendance in art activities, particularly by young people who do not usually participate in art activities
- To assist in identifying talented young people and encouraging further development via a number of different opportunities.
- To promote cultural cohesion and inclusion and proactively challenge any prejudice and discrimination
- Carry out any other reasonable duties as requested by management

Special Requirements

- This post is exempted under the Rehabilitation of Offenders Act 1974 and as such appointment to this post will be conditional upon the receipt of a satisfactory response to a check of police records via Disclosure and Barring Service (DBS)
- A willingness to work unsocial hours during evenings and weekends is required
- The ability and willingness to travel to events in the City and beyond
- Ability to identify and challenge discrimination and discriminatory behaviour, taking appropriate action as necessary

Person Specification

Selection Criteria*	Essential or Desirable	Method of Assessment
A = Application Form I = Interview T = Test/Personality Profile		
Experience		
Experience of leading and working with groups of young people 8-12 and / or young people aged 13-21	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 art activity sessions	Essential	A & I
Experience of delivering events and exhibitions	Desirable	A & I
Experience of working with young people with additional needs and disabilities	Desirable	A & I
Experience of team working and alongside volunteers	Essential	A & I
Qualifications		
Level 2 Arts Leaders Award or Arts Award Gold or equivalent	Desirable	A
GCSE or equivalent literacy and numeracy grade C or above	Desirable	A
Level 2 Youth Work Qualification or equivalent	Desirable	A
Educated to Degree level in a relevant subject or equivalent experience	Desirable	A
Skills		
Ability to deliver high quality art 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 plan and evaluate programs of activity including production of session plans and program reports	Essential	A & I
Able to communicate effectively with young people, parents, team members and members of the public	Essential	A & I
Able to work under own initiative		
Able to deliver within an equal opportunities 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 children and young people	Essential	A & I
Knowledge		
Understand the principles of working with children and young people, the issues affecting their lives and knowledge of their needs	Desirable	A & I
Knowledge of health and safety, diversity awareness and safeguarding best practice	Essential	A & I
Basic knowledge of art industry pathways	Desirable	A & I
Knowledge of creative software	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