

Job Description

Job title	Music Youth Worker
Reporting to:	Arts Lead
Location:	The Way Youth Zone
Key Relationships:	Youth Zone staff, young people, parents and local partners

Job Purpose:

To deliver an exciting and innovative music programme to young people aged 8-19yrs (25yrs with disabilities) that will challenge, stimulate and provide new opportunities, in line with the Arts activity programme in the Youth Zone. To teach and lead the fundamentals of music activities to young people which develop skills 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.
- 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, and data protection
- 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 13-19 years) to plan, lead and deliver safe, fun and structured music 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.
- Teach and demonstrate positive music principles.
- To instigate and develop an innovative approach to the music that will stimulate all young people to engage and achieve their full potential.
- To develop and implement a creative programme across the music department and ensure the delivery of high quality music sessions.
- To encourage attendance in creative activities, particularly by young people who do not usually participate in creative 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
- 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
- Contribute to and promote the programme of activities to ensure that opportunities are accessible to all who wish to become involved.
- Support and motivate staff and volunteers working in your area.
- Work flexibly to ensure the needs of the members are met, including disadvantaged children and young people and those with disabilities or additional needs.
- Ensure that the members maintain a high standard of behaviour and discipline during sessions.
- Ensure the participation of young people in activities and that their ideas contribute fully in the design, delivery and evaluation of activities.
- 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.

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 meetings and events both in the City and beyond.

Person Specification

3 Person Specification			
	Selection Criteria A = Application Form I = Interview T = Test	Essential or Desirable	Method of Assessment
Experience			
3.1	Experience of working with young people aged 8-25 within a young person setting	Essential	A, I & T
3.2	Experience of working with young people from diverse backgrounds and with challenging needs	Essential	A & I
3.3	Experience of delivering music workshops to young people	Essential	A & I
3.4	Experience of delivering music events	Essential	A & I
3.5	Experience of working with young people with additional needs and disabilities.	Essential	A & I
3.6	Experience of teaching or instructing children and young people in a music setting	Essential	A & I
3.7	Experience of working in a team and alongside volunteers.	Essential	A & I
Educational / Vocational Qualifications			
3.8	Qualifications relating to social impact, communities, social care, young people and families.	Desirable	A
3.9	Relevant Music qualifications	Essential	A
Skills			
3.10	Excellent written and verbal communication skills	Essential	A, I & T
3.11	Ability to encourage, motivate and inspire those around you (providing reliable support to children and young people).	Essential	A, I & T
3.12	Ability to work with young people to develop their social education by providing and delivering an exciting music program	Essential	A & I
3.13	Strong commitment to children and young people and an ability to engage and build positive relationships with all young people, including disengaged and disadvantaged young people.	Essential	A & I
3.14	Confident in managing groups of young people within a centre based setting	Essential	A & I
3.15	Able to work as part of a team and under own initiative	Essential	A & I
3.16	Ability to deliver high quality music programmes with young people who face social exclusion, disadvantage and disaffection and manage such a group	Essential	A, I & T
Knowledge			

3.17	Understanding of the principles of working with children and young people.	Essential	A & I
3.18	Understanding of issues affecting young people's lives.	Essential	A & I
3.19	Knowledge of health and safety, diversity awareness and safeguarding best practice and how these relate to children and young people.	Essential	A & I
3.20	Basic knowledge of creative industries pathways	Desirable	A & I
	Prepared by:	Nayah Shaw	Date: 13 th March 2018
	Reviewed by:	NA	Date:

*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.