

## Youth Worker – Inclusion

<b>Job title</b>	Youth Worker – Inclusion	<b>Salary:</b>	£11.05 per hour
<b>Reporting to:</b>	Inclusion, Health and Wellbeing Lead	<b>Holidays:</b>	33 days including bank holidays (pro-rata)
<b>Location:</b>	Legacy, Croydon Youth Zone	<b>Hours:</b>	Friday 3.45p - 10.15pm
		<b>Maximum 1 Role Available</b>	Saturday 12pm – 7pm – 13.5 hours in total

**The Person:** You will be a Youth Worker committed to working with young people with additional needs and enjoy project and issue-based work with a range young people as much as you do from fun activities. You will be passionate about creating exciting and fun activities, supporting inclusion members on sessions for all young people.

We are looking for a youth worker to support the Inclusion, Health and Wellbeing Lead to support Inclusion members on a universal and inclusion session. The role is 100% face to face delivery with young people during evenings and weekends.

**Key Relationships:** Core Management team, Youth Work Managers, OnSide, External Stakeholders, Young People and Parents/Carers.

**Key Dates and application details:** **Closing date: When post is filled**  
**Applications will be reviewed as and when they are submitted.**

To apply, please complete an application form, which can be found on our website. Your completed form should be sent by email to Legacy Youth Zone's recruitment team: [recruitment@legacyyouthzone.org](mailto:recruitment@legacyyouthzone.org)



## **Job Purpose:**

The role of the Inclusion Youth Worker is to work alongside the Inclusion, Health and Wellbeing Lead to help deliver an accessible and inclusive offer to young people. Supporting on session, the Inclusion Youth Worker will be a floating member of the team supporting young people access different areas of the youth zone. You will be working with young people of all different backgrounds including those with additional needs, a disability, mental health concerns as well as supporting those who may be socially excluded or vulnerable.

As a member of the Inclusion, health and Wellbeing Team, you will be key in ensuring young people have access to an exciting and engaging programme which is accessible and all reasonable adjustments have been considered.

## **Context of the post:**

Youth Zones are amazing places: accessible, vibrant, welcoming, fun, caring and safe are just some of the words used by young people. Legacy's state-of-the-art £6.5 million building opened on Whitehorse Road, Croydon in Summer 2019 and is no different.

Centrally located, it is dedicated to young people and to making a bold statement about the importance of giving young people high quality places to go in their leisure time. Legacy has big ambitions to be a flagship for quality youth provision and joins the growing OnSide network becoming the 13<sup>th</sup> youth zone in the network and the 3<sup>rd</sup> in London. Open 7 days a week, at weekends and during school holidays, the Youth Zone's purpose is to help young people grow to be happy, healthy and successful adults. Youth Zones provide young people with access to a range of activities, all offering the opportunity to try new things, meet new friends and gain support from friendly, warm and positive staff and volunteers. The facilities will include a 3G pitch, a gym, sports hall and recreation area, and dance, arts, music and media suites seven days a week, and facilities equipped for a wide range of sporting, artistic, cultural and general recreational activities and targeted services. To access a Youth Zone young people aged 8 – 19 (or 25 with additional needs), simply pay 50p per visit and £5 per year membership. Find out more by watching ....

[\(1\) Member Spotlight - Teigan - YouTube](#)

<https://www.youtube.com/watch?v=Q3fFHKXV7ZQ>

<https://www.youtube.com/watch?v=sZCMoDYefTQ>

.....it might just change your life!

**Key Relationships:** Core Management team, Youth Work Managers, OnSide, External Stakeholders, Young People and Parents/Carers.

**Key Dates and application details:**

**Closing date: Tuesday 19th July.**

**Applications will be reviewed as and when they are submitted.**

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## **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 Legacy Youth Zone and OnSide
- Represent Legacy Youth Zone positively and be an advocate for the work we do with young people
- Comply with all policies and procedures, with particular reference to safeguarding, codes of conduct health and safety, equal opportunities and diversity to ensure all activities are accessible
- To be alert to issues of safeguarding and child protection, ensuring the welfare and that the safety of Youth Zone members is promoted and safeguarded. (training to be provided)
- 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 and attendance
- To be an active member of the team and operate in line with the values and principles of Legacy Youth Zone

## **Duties and Responsibilities – Detailed**

- Together with the Inclusion, Health and Wellbeing Lead, develop and implement a programme that is exciting, challenging and ever changing
- To deliver single gender work and well as targeted and group activities
- The role is 100% face to face delivery with young people as well as up to 5 hours admin to support with programme planning
- To create a culture of acceptance and understanding within Legacy and allowing Young People to be themselves
- To work directly with young people to develop their social and emotional skills and an awareness around health and wellbeing

- To directly deliver a high-quality programme of activities that is exciting, safe, varied, innovative, developmental and directly responds to the diverse needs, concerns and interests of the members
- To have great energy and establish positive relationships with young people, the wider youth work team and visitors to the Youth Zone
- To respond to the needs of young people through activities and project work
- To support and motivate volunteers
- To work flexibly to ensure the needs of the members are met, including disadvantaged young people and those with disabilities or additional needs
- To ensure that the members maintain a high standard of behaviour and discipline during sessions by making the area a hub of activity and fun
- To ensure the participation of young people in activities and that their ideas contribute fully in the delivery of activities in a safe way
- 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 young people at all times
- To be able to think on your feet and deliver an activity with minimal equipment
- Ability to enthuse others, including staff, volunteers and young people
- To be an active member of the team and operate in line with the values and principles of Legacy Youth Zone
- Carry out any other reasonable duties as requested by management

### Person Specification

<b>Selection Criteria*</b> A = Application Form I = Interview T = Test/Personality Profile	<b>Essential or Desirable</b>	<b>Method of Assessment</b>
<b>Experience</b>		
Experience of working with groups of young people aged 8 to 19, or up to aged 25 with a disability	Essential	A & I
Experience of working with young people from diverse backgrounds and with challenging needs	Essential	A & I
Experience of working with young women	Essential	A & I
Experience of working with LGBTQ+ young people	Desirable	A & I
Experience of delivering wellbeing programmes to young people	Essential	A & I
Experience of delivering targeted sessions	Essential	A & I
Experience of delivering events and displays	Desirable	A & I
Experience of working with young people with additional needs and disabilities	Desirable	A & I
Experience of team working and working alongside volunteers	Essential	A & I

<b>Qualifications</b>		
Level 2 Youth Work qualification or equivalent	Desirable	A
<b>Skills</b>		
Ability to deliver high quality targeted programmes with children and young people who face social exclusion, disadvantage and disaffection and manage such a group	Essential	A & I
Practical skills in health and beauty or skills to deliver health and well-being projects	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 evaluations	Essential	A & I
Able to communicate effectively with young people, parents, team members and members of the public	Essential	A & I
Ability to engage and build positive relationships with young people including disengaged and disadvantaged young people	Essential	A & I
<b>Knowledge</b>		
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 arts pathways	Desirable	A & I
<b>Special Requirements</b>		
A willingness to work unsociable hours	Essential	A & I
The ability and willingness to travel to events in the region and beyond	Essential	A & I
Enhanced DBS clearance and commitment to Safeguarding children	Essential	A & I
<b>Personal Qualities</b>		
Positive and enthusiastic	Essential	A & I
Punctual and reliable	Essential	A & I
A willingness to go above and beyond to support Legacy Youth Zone and its offer to young people and the community to ensure we continue to offer an efficient and effective service	Essential	A & I

Legacy Youth Zone are 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 the OnSide Network of Youth Zones is the diversity of its people; we place huge value on different people doing things in different, creative and innovative ways. The one thing we all have in common is our desire to raise the aspirations of young people across the country.

# Legacy

An  **OnSide** Youth Zone

## Legacy Youth Zone 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.

