

Sessional Youth Worker – Casual hours

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| Job title | Casual Youth Worker | Salary: | £11.05 an hour |
| Reporting to: | Appropriate Manager | Holidays: | 33 days including bank holidays (pro-rata) |
| Location: | Legacy, Croydon Youth Zone | Hours: | Casual evenings and weekends * Multiple positions available |

The Person: You must be fun, engaging, approachable and willing to go above and beyond to support young people across a diverse and creative youth provision. Providing 18 different spaces for young people to engage in including sports, gym, arts, music and media, cooking, recreational activities and outdoor facilities, we are looking to recruit a group of casual youth workers who are flexible and reliable to support the youth work operations covering annual leave, absences, supporting with events, holiday club and trips, sometimes at short notice. This is a relief position so there will be no fixed hours.

To work at Legacy, all applicants must be over the age of 18. To work with our senior members who are aged 13+, applicants must be over the age of 21.

Key Relationships: Core Management team, Delivery Team, Youth Work Managers, OnSide, External Stakeholders, Young People and Parents.

Key Dates and application details: To apply, please complete the online application form that can be found on our website.



Job Purpose:

Youth Workers are the back bone of what we offer at Legacy, as a team member you could be working across all departments and well as providing support in an area that you are skilled in.

Sessional Youth Workers create positive relationships with young people and work to create an environment where young people are able to reach their full potential.

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 13th youth zone in the network and the 3rd 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 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

<https://www.youtube.com/watch?v=Yb18h1TPRNE>

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

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

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

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 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, equal opportunities and diversity to ensure all activities are accessible
- Represent Legacy Youth Zone positively and effectively in all dealings with internal colleagues, and external partners
- To be alert to issues of safeguarding and child protection, ensuring the welfare and 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
- 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

- To work directly with young people to plan, lead and deliver safe, fun and structured activity sessions within Legacy Youth Zone, which are progressive and reflect the needs of young people
- The role is 100% face to face delivery with young people
- To contribute to a programme that is high quality and meets the needs of the young people, including young people with additional needs, disabilities and young people from different backgrounds with a range of needs.
- To be able to work with other team members to develop a programme that contributes to the wider youth work agenda, supporting the development of young people
- To confidently establish positive relationships with groups of young people
- Effectively communicate at all levels
- To work alongside other team members and provide guidance and support to young leaders and volunteers
- To attend regular training and development sessions and events where required
- To report any safeguarding concerns to the Duty Manager / Session Lead in line with safeguarding policy
- Support dynamic risk assessments of activities and environments to help you to manage young people and activity areas
- Create a culture of acceptance and understanding within the Youth Zone by allowing Young People to be themselves
- Any other duties as may reasonably be required

Person Specification


| Selection Criteria* A = Application Form I = Interview T = Test/Personality Profile | Essential or Desirable | Method of Assessment |
|--|-------------------------------|-----------------------------|
| Experience | | |
| Experience of working with groups of young people aged 8 to 19, or up to age 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 people with additional needs and disabilities | Desirable | A & I |
| Experience of team working and alongside volunteers | Essential | A & I |
| Qualifications | | |
| First Aid Qualification | Desirable | A |
| Skills | | |
| Ability to deliver high quality programme 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 support the planning and evaluation of programmes of activity including delivery of session plans | 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 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 young people | Essential | A & I |
| 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 | | |
| A willingness to work unsociable hours | Essential | A & I |
| Enhanced DBS clearance. Commitment to Safeguarding children | Essential | A & I |
| The ability and willingness to travel to events in the region and beyond | Desirable | A & I |

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

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 ways. 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 processes your data, please click here: <https://www.onsideyouthzones.org/applicant-privacy/>

Legacy Youth Zones 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.

