Legacy
An OnSide Youth Zone

ROLE PROFILE

REC AREA YOUTH WORKER - LEGACY YOUTH ZONE

ROLE PROFILE

POST:

Rec Area Youth Worker

SALARY:

Part time (5.5 hours) - £13.15 per hour.

LOCATION:

Legacy Youth Zone, Croydon

REPORTING TO:

Rec Area Coordinator

CONTRACT:

Saturday – 3.45-9.15pm

*Legacy will require an element of flexibility to suit the organisations business needs

BENEFITS:

33 days annual leave including bank holidays pro-rata; free gym access; access to OnSide's Talent Academy; Employee Assistance and Wellbeing Programme; free staff meals during sessions; discounted holiday club for dependants on working days

KEY RELATIONSHIPS Volunteers, Core Management team, Youth Work Managers, OnSide, External Stakeholders, Young People and Parents

MAIN PURPOSE

The recreation and activity area is the heart of Legacy's offer to young people. The recreation offer is wide ranging and no day is ever the same.

As a member of the team, you will be key in ensuring young people have access to an exciting and engaging programme, which could range from pool competitions hosting your own version of 'I'm a Celebrity Get Me Out of Here', to organising a debate on mental health or hosting an anti-bulling project. The possibilities are endless. The post holder will be responsible for creating a lively, dynamic, creative and fun-loving environment for all young people, whilst also creating space for young people to explore and discuss some of the big issues of the day and of course have FUN!

The successful applicant needs to be full of energy, be able to think creatively on their feet and be able to engage young people through a game of FIFA, a gladiator's challenge or a paper aeroplane race.

CORE RESPONSIBILITIES

- Together with the Recreational Lead, develop and implement a high-quality programme of activities that are exciting, safe, varied, innovative and directly responds to the diverse needs, concerns and interests of the members and to include young people in planning activities
- The role is 100% face to face delivery with young people
- To work directly with young people to develop their social skills.
- To have great energy and establish positive relationships with young people, the wider youth work team and visitors to the Youth Zone and to create an environment that is a fun place that young people want to engage with.
- To respond to the needs of young people through activities in the recreation area

- To support and motivate volunteers working in the recreation area
- To work in a way that is adaptable to the needs of all our members, including disadvantaged young people and those with disabilities or additional needs and be able to think on your feet and create fun activities.
- To ensure that the members maintain a high standard of behaviour and discipline during sessions by making the Rec Area a hub of activity and fun.
- To report any safeguarding concerns to the Duty Manager / Session Lead in line with safeguarding policy.
- Conduct dynamic risk assessments of activities and environments to help you to manage young people and activity areas.
- To create a culture of acceptance and understanding within the Rec Area and allowing Young People to be themselves
- Flexibility and willingness to, when needed, cover and support other departments
- Carry out any other reasonable duties as requested by management

GENERAL RESPONSIBILITIES

- 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 the 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.
- Represent the 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, and to report any child protection concerns to the designated
- Child Protection Officers
- 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.

ABOUT LEGACY YOUTH ZONE

Croydon Youth Zone, named "Legacy" by local young people, was the third Youth Zone in London opened by the national charity, OnSide in September 2019. This is an exciting and unique opportunity to join a small but growing, impactful fundraising team and play a critical part in shaping opportunities for London's young people and supporting a grass roots, committed universal youth service.

Legacy, like all OnSide Youth Zones, exists to give young people somewhere to go, something to do and someone to talk to.

Legacy's state-of-the-art £6.5 million building on Whitehorse Road, provides young people with access to a range of activities, offering them 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, recreation area and dance, arts, music and media suites, with 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.

To find out more, please watch this video: https://www.youtube.com/watch?v=usP0DSRw7nw

ABOUT ONSIDE

Potential is everywhere. In every home on every street, from affluent suburbs to inner-city estates. The difference is that some young people get every opportunity to explore their potential. Others don't.

It's about opportunity.

OnSide is a national charity that believes all young people should have the opportunity to discover their passion and their purpose. To find out what they've got and where it could take them.

OnSide funds and builds state-of-the-art, multimillion- pound Youth Zones in the country's most challenging areas. They train the amazing people that run them. And they offer continuing support via the nationwide OnSide Network of 14 Youth Zones (and growing), where colleagues can learn and grow, share their stories, and celebrate their success together.

This is passionate, properly funded youth provision, with no ifs or buts. A unique partnership between young people and their community, local authorities and private business leadership, and a growing movement of supporters who believe that how we treat the next generation defines who we are as a society.

Because when we really invest in young people, we all benefit – from who they are now, everything they might become and achieve, and everyone they might touch and inspire.

All they need is the chance to shine – an environment where they can be their best selves –and you just watch them go.

It's about opportunity.

PERSON SPECIFICATION

Applicants will be expected to demonstrate the following experience, skills, knowledge, and attributes.

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 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 people with additional needs and disabilities	Desirable	A & I
Experience of team working and working alongside volunteers	Essential	A & I
Qualifications		
Level 2 Youth Work Qualification	Desirable	A
Some kind of relevant music and production qualification	Essential	A & I
Skills		
Using Microsoft Office 365 software packages (word and excel for example)	Essential	A & I
Ability to pay attention to detail, be thorough and organised	Essential	A & I
Ability to work on own initiative and as part of a team	Essential	A & I
Able to effectively plan and deliver programmes and events	Essential	A & I
Ability to relate to young people from all backgrounds	Essential	A & I
Can manage several tasks at a time	Desirable	A & I
Excellent verbal and written communication skills	Essential	A & I
Using impact data to effectively influence programmes, practice and funders	Desirable	A & I
Knowledge		
Knowledge and awareness of issues affecting young people	Essential	A & I
Knowledge of health and safety, diversity awareness and safeguarding best practice and how these relate to children and young people	Desirable	A & I
Special Requirements		
A willingness to work unsociable hours when required	Essential	A & I
Demonstrate a commitment to the goals and drivers behind The Youth Zone/OnSide	Essential	A & I
Enthusiasm and ability to contribute to the successful development of The Youth Zone.	Essential	A & I
Enhanced DBS clearance and commitment to Safeguarding children	Essential	A & I

APPLICATION PROCESS

To apply, please complete the online application process (submitting a cover letter and CV), which can be found through our website or by clicking here.

Please provide the following information:

- Confirmation you are eligible to work in the UK (the successful candidate will be required to provide documentary evidence before an offer of employment is made);
- Any reasonable adjustments we can make to assist you in your application or the selection process.

This role will be based in the Youth Zone and therefore require an Enhanced DBS upon being offered the post.

Closing date for applications: **For all youth work positions, applications are reviewed as and when they are submitted.**

Interviews: **TBC.**

Anonymous Applications: We recognise our workforce is under-represented in certain areas and are committed to addressing this. Therefore, we actively encourage applicants to submit anonymous applications; this means removing names & email addresses from CVs and cover letters. The HR Manager will have this information from submissions, but this will not be available to the selection panel when they are considering applications.

For information on how Legacy processes your data, go to

https://legacyyouthzone.org/privacy-policy/

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OUR 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 the 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.

AMBITION

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.

COLLABORATION

We create and nurture strong, creative partnerships, working together to achieve better results and outcomes for young people.

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