

**ROLE PROFILE**  
**GYM AND FITNESS YOUTH WORKER**  
**LEGACY YOUTH ZONE**



## ROLE PROFILE

### POST:

Gym and Fitness Youth Worker

### SALARY:

£13.85 per hour.

### LOCATION:

Legacy Youth Zone, Croydon

### REPORTING TO:

Senior Club Team Leader

### CONTRACTED HOURS:

- Friday 4.45-9.15pm with senior members aged 13-19 years
- Saturday 4.45-9.15 with senior members aged 13-19 years
- Sun 3.15-6.45pm with members with additional needs and disabilities
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### 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, Club Leaders, Senior Leadership Team, youth workers, young people, parents and carers

### MAIN PURPOSE

Sports, alongside creative art youth work, is at the heart of Legacy's offer to young people. The sports offer at Legacy is wide ranging and as a member of the sports team, you will be key in ensuring young people have access to an exciting and engaging programme of enriching activities that will be challenging, stimulating, fun, and developmental. You will be involved in teaching the fundamentals of a sport within a gym environment, as well as facilitating taster sessions, competitions and challenges which build young people's engagement and skills which fosters a culture of fun, relationship building and opportunities for young people.

Within the Sports Team, we are looking for talented and **qualified gym instructor** with a passion for youth work and young people to become part of a team with a wide range of skills. Ideally, you will have experience, of working with young people in a fitness environment.

### CORE RESPONSIBILITIES

- To motivate, encourage and support young people to participate fully in gym activities during sessions.
- To ensure that the gym sessions are of high quality and meet the needs of the young people, including those with additional needs
- To support young people to upskill their knowledge in different elements of fitness that we offer.
- To work alongside volunteers and ensure they are equipped with a range of resources and activities to engage and develop young people.
- Identify and support talented young people through opportunities such as competitions and challenges and media squad.
- To ensure that the members maintain a high standard of behaviour and discipline during sessions and demonstrate respect for the equipment and space.
- To ensure the participation of young people in activities and that their ideas contribute fully in the delivery and evaluation of activities.
- To plan and deliver a varied programme of activities relevant to the gym and our offer.
- To support young people to attend external fitness events



such as trips and outings.

- To always promote and safeguard the welfare of children and young people.
- To be an active member of the team and operate in line with the values and principles of

Legacy Youth Zone.

- To ensure that when using the MUGA or sports hall, all staff, volunteers and young people comply with health and safety procedures and child protection legislation at all times.

## 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 concerns
- 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. Legacy, like all OnSide Youth Zones, exists to give young people somewhere to go, something to do and someone to talk to. It’s about opportunity.

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.

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 economically disadvantaged 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

## 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
<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 people with additional needs and disabilities	Desirable	A & I
Experience of team working and working alongside volunteers	Essential	A & I
Experience of working in a gym with young people to support programmes	Essential	A & I
Able to inspire and motivate young people through fitness and sport	Essential	A
<b>Qualifications</b>		
Level 2 Youth Work Qualification	Desirable	A
Minimum level 2 gym qualification	Desirable	A
<b>Skills</b>		
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
Can manage several tasks at a time	Desirable	A & I
Using impact data to effectively influence programmes, practice and funders such as keeping registers and records of activity engagement	Desirable	A & I
<b>Knowledge</b>		
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
<b>Special Requirements</b>		
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
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 and references

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

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/>

# 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.

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## COLLABORATION

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



**Legacy**

An **OnSide** Youth Zone