

Role Profile – Sessional Youth Worker – Gym and Fitness specialist

Job title	Sessional Youth Worker – Gym and Fitness Specialist	Salary:	£10.75 per hour
Reporting to:	Sports Coordinator	Holidays:	33 days including bank holidays (pro-rata)
Location:	Unitas Youth Zone	Hours:	Between 9 to 26 hours per week, evening, and weekends. *Multiple positions available.
The Person:	Do you love Sport and Fitness? Are you passionate about giving young people in Barnet a healthy and positive future? Are you happy coaching and teaching young people? Do you want to use your skills, knowledge, and passion to enable young people to have something to do, somewhere to go and someone to talk to? Are you committed to your own personal growth and development with a clear growth mindset?		
Key Relationships:	Core Management team, Youth Work Managers, OnSide, External Stakeholders, Young People and Parents.		

Job Purpose:

Sports, along with the Arts and Youth Work, is at the heart of the Unitas Youth Zone's offer to young people. The gym and fitness offer at Unitas are 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 multi-disciplinary activities that will be challenging, stimulating, fun, engaging and developmental. You will have access to our new gym, equipped with cardio and resistance equipment, Olympic weightlifting facilities and a functional area. You will be involved in teaching the fundamentals of gym use and fitness, running fitness classes in line with your skills, as well as facilitating taster sessions and competitions, which engage young people, build their skills, and improve their fitness levels.

Within the Sports Team, we are looking for qualified talented sports and fitness coaches to become part of a team with a wide range of skills, who are also passionate about working with young people. Ideally, you will have experience, and one or more coaching qualifications, such as Level 2 NGB including **Level 2 Gym Instruction** or above. We are also looking applicants with Level 2 **Certificate in Coaching Weightlifting**.

As a consequence of Covid19 Unitas Youth Zone, along with the whole youth work sector, has had to respond accordingly. One of the key responses, in light of restrictions placed upon the sector, is to

seek to engage young people in community spaces away from our own purpose-built centre. We need to support young people wherever they need us. We call this 'Unitas 2.0' – a blended approach to delivering youth provision across our own centre, outreach work in the community, satellite provision, mentoring and digital activity.

You will be involved in session delivery, planning, preparation, and work with young people closely. You will be provided all the necessary equipment and training and will be afforded plentiful personal development opportunities.

You will be someone with a clear 'can do' approach, committed to a growth mindset, eager to learn and willing to take risks all for the benefit of supporting young people. You will demonstrate our Values through all you do and will commit to giving your best every session for young people.

Context of the post:

OnSide Youth Zones, established in 2008, has been growing rapidly and has ambitious plans to create 100 Youth Zones in towns and cities, giving young people somewhere safe and inspiring to go in their leisure time. Youth Zones are amazing places: accessible, vibrant, welcoming, fun, and caring are just some of the words used by young people to describe their Youth Zone. Unitas, opening in Summer 2019, will be no exception, and is part of the OnSide network of Youth Zones.

Many young people, particularly those from socio-economically deprived areas, face an endless maze of boredom, loneliness, and temptation, with nowhere to go and a lack of inspiring and productive activities to occupy their leisure time. This can lead to negative impacts on their health, educational attainment, and career prospects. These are the young people that will shape the country's future prospects. It is this paradox that lies at the heart of OnSide's drive to establish a national network of Youth Zones; a proven model of youth service provision that is aligned to community needs and supported by cross-sector funding. Youth Zones give young people affordable access to a broad range of sport, arts, and employability services, designed to help them lead active, positive lives and raise their aspirations for themselves and their community.

Unitas Youth Zone is centrally located, dedicated to young people, and makes a bold statement about the importance of giving young people high quality places to go in their leisure time. Open 7 days a week including school holidays, the Youth Zone's vision is to unite young people to fulfil their full potential. The state-of-the-art £6.5 million building provides young people with access to a range of activities, all offering young people 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.

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 and uphold our organisational values
- Work within the performance framework of Unitas Youth Zone and OnSide
- Represent Unitas 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 Unitas 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 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 Youth Zone and positively contribute towards increasing Youth Zone membership
- To adhere to The Unitas Youth Zone policies at all times, with particular reference to Health and Safety, Safeguarding and Equal Opportunities

Duties and Responsibilities – Detailed (but not limited to)

- Together with the Head of Youth Work, Deputy Head of Youth Work and Team Leaders develop and implement a programme of activity that is exciting, challenging and ever changing and which can be easily delivered in external settings, away from Unitas youth zone.
- The role is a blend of face-to-face delivery with young people, with additional responsibility for supporting planning and programming.
- To work directly with young people to develop their social skills
- To directly deliver a high-quality programme of activity 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 that they wish to see delivered.
- 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
- To ensure the participation of young people in activities and ensure that their ideas contribute fully to 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 create a fun activity with minimal equipment
- Ability to enthuse others, including staff, volunteers, and young people, making the environment fun and the place young people want to see
- To be able to make ten games up using just a ball or piece of rope!
- To be an active member of the team and operate in line with the values and principles of Unitas Youth Zone
- Carry out any other reasonable duties as requested by management in line with the needs of the organisation including Front of House Duties.

Person Specification

Selection Criteria* A = Application Form I = Interview T = Test/Personality Profile	Essential or Desirable
Experience	
Face to face activity delivery, working with young people both in groups and individually	Essential
Experience of delivering a range of fitness activities to young people	Essential
Experience of supporting young people who are disaffected, underachieving and / or have social / emotional barriers to participation	Essential
Experience of working in a team and alongside volunteers	Essential
Organising a programme of youth work activities	Desirable
Experience of working with challenging young people	Desirable
Experience of working with young people with additional needs and disabilities	Desirable
Qualifications	
First Aid Qualification	Desirable
Level 2 in Gym instructing or above	Essential
Level 2 Certificate in Coaching Weightlifting	Desirable
Skills	
Ability to deliver high quality fitness programmes with young people who face social exclusion, disadvantage and disaffection and manage such a group	Essential
Practical skills in health and beauty or skills to deliver health and wellbeing projects.	
Ability to develop good professional relationships with young people and adults	Essential
Ability to work with young people to enable the development of their social education by providing activity programmes, services and facilities that are fun	Essential
Ability to be enthused by young people and others	Essential
Ability to coach, encourage, motivate, and provide reliable support to young people	Essential
Ability to dynamic risk assess	Desirable
Ability to plan and liaise with other professional organisations	Desirable
Knowledge	
Understanding of issues affecting young people's lives	Essential
Knowledge of health and safety, diversity awareness and safeguarding best practice	Desirable
Basic knowledge of pathways	
Special Requirements	
A willingness to work unsociable hours	Essential

Enhanced DBS clearance. Commitment to Safeguarding children	Essential
The ability and willingness to travel to other spaces and community settings within the borough and beyond	Essential

Unitas 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 Zone is the diversity of its people, we place huge value on different people doing things in different ways and we welcome applications from what might be considered non-traditional backgrounds. The one thing we all have in common is our desire to raise the aspirations of young people across the country. We are an equal opportunity employer. All applicants will be considered for employment without attention to race, colour, religion, sex, sexual orientation, gender identity, national origin, veteran, or disability status.

Unitas Values:

Young People First: We will show an absolute determination to unite young people in order to help them raise their aspirations and fulfil their potential.

Be The Best Version of you: We want everyone associated with Unitas to be the best they can be, to never settle for 'just enough' or 'second best' and to constantly strive to do more and to challenge each other for more.

Integrity: We want everyone associated with Unitas to act with integrity, to be honest and open, and to respect each other and the youth zone environment.

#Oneteam: All those associated with Unitas will display a willingness to work together and to form positive and collaborative relationships that strive for the best possible outcomes for young people.

Dream Big: We will support young people to achieve their goals helping them see that they can be whoever they wish to be and that they can have some fun along the way in a safe and nurturing environment.

**YOUR VOICE.
YOUR POWER.
YOUR UNITAS.**

UNITAS 2.0

YOUNG PEOPLE FIRST // #ONETEAM // DREAM BIG // INTEGRITY // BE THE BEST VERSION OF YOU

UNITAS	UNITAS COMMUNITY OUTREACH	UNITAS SATELLITE	UNITAS MENTORING	UNITAS YZ AT HOME (DIGITAL)
<ul style="list-style-type: none"> • Capped sessions in line with guidance • Bookable activity • Invite only • Community partners • Holiday Club 	<ul style="list-style-type: none"> • Montrose Park – fitness, art, dance, open air drama, mentoring • Walking Bus • Local parks • Engaging young people through street based activity • Trips & Treats – bowling, meals out 	<ul style="list-style-type: none"> • Community spaces • Children’s centres? • Local Authority hubs • Working collaboratively with local partners and at their venues • After School Clubs 	<ul style="list-style-type: none"> • 1:1 support • Borough wide • Meet in neutral spaces like local cafes and restaurants 	<ul style="list-style-type: none"> • Timetable weekly content • UniCafe • Peer to peer • Tik Tok • Insta • Snapchat

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