

Role Profile

Youth Worker – Recreational Activities/Youth Engagement

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| Job title | Sessional Youth Worker - Recreational Activities and Youth Engagement worker | Salary: | £11.05 per hour (London Living Wage) |
| Reporting to: | Recreational and Holiday Club Lead | Holidays: | 33 days including bank holidays (pro-rata) |
| Location: | Unitas Youth Zone, 76 Montrose Avenue, Edgware, HA8 0DT | Hours: | Up to 16 hours per week (evenings and weekends) |

The Person: You will be a Youth Worker committed to working with and creating positive relationships with young people. You will have an ice-breaker topic, a game or fun challenge for every occasion. The “Rec” area is the heart of the Youth Zone and you will be passionate about creating a fun, positive, challenging, and energetic environment, alongside facilitating conversations with young people to explore their views and express their opinions

Job Purpose:

The recreation and activity area (known as “The Rec”) is the heart of Unitas’ programme for young people. The Rec programme is wide-ranging, and no day is ever the same. As a member of the team, you will ensure that young people have access to an exciting and engaging programme, which could range from pool competitions, to 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-bullying 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! You will also support our front of house, ensuring young people get a warm welcome when they arrive.

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 at every session for young people.

Context of the post:

Banet Youth Zone, named “Unitas” by local young people, was the second Youth Zone in London opened by the national charity, OnSide, in the summer of 2019. Unitas, like all OnSide Youth Zones, exists to give young people, particularly those who are disadvantaged, somewhere to go, something to do and someone to talk to. Each Youth Zone is open 7 days a week, all year round, with the purpose of supporting young people to become happy, healthy, and successful adults.

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 new experiences.

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 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 reference to safeguarding, codes of conduct, health and safety and equality and diversity to ensure all activities are accessible
- 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 Safeguarding Leads 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 always adhere to Unitas Youth Zone policies, with reference to Health and Safety, Safeguarding and Equal Opportunities
- To be willing to step in and step up, and not see the below set of duties and responsibilities as exhaustive

Duties and Responsibilities - Detailed

- To work face-to-face with young people on session in the evenings/at the weekend (depending on your shift pattern)
- To support planning and reviews when necessary
- 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 welcome young people at front of house, ensuring a warm and safe welcome
- To engage with young people in the vicinity of the youth zone – support them to the centre and promote what is on
- 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 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 ensure 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 always promote and safeguard the welfare of young people
- To be able to think on your feet and create a fun activity with minimal equipment
- To enthuse others, including staff, volunteers, and young people, making the environment fun and the place young people want to see
- To be an active member of the team and operate in line with the values and principles of Unitas Youth Zone
- To carry out any other reasonable duties as requested by management

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.

Person Specification

| Selection Criteria* | Essential or Desirable |
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| A = Application Form I = Interview T = Test/Personality Profile | |
| Experience | |
| Face to face activity delivery, working with young people both in groups and individually | Essential |
| Experience of delivering a range of informal, creative 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 |
| Residential work with young people | Desirable |
| Qualifications | |
| Introduction to Youth Work or Youth and Community Work Level 1- 3 or equivalent | Desirable |
| Skills | |
| Ability to engage and build positive relationships with young people, including the disengaged / disadvantaged | Essential |
| 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 |
| Knowledge | |
| Understanding of issues affecting young people's lives | Essential |
| Knowledge of health and safety, diversity awareness and safeguarding best practice | Desirable |
| Special Requirements | |
| A willingness to work unsociable hours | Essential |
| Enhanced DBS clearance. Commitment to Safeguarding children | Essential |
| The ability and willingness to travel to events in the region and beyond | Essential |