



Role Profile – Sessional Youth Worker – Gym and Fitness Specialist

Job title	Sessional Youth Worker – Gym and Fitness Specialist	Salary:	£11.95 per hour (London Living Wage)
Reporting to:	Sports Coordinator	Holidays:	33 days including bank holidays (pro-rata)
Location:	Unitas Youth Zone, 76 Montrose Avenue, Edgware, HA8 0DT	Hours:	Up to 10 hours a week, evening, and weekends.

The Person: Do you love Sport and Fitness. and are you passionate about the role fitness can play in changing young people’s lives? 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 happy coaching and teaching young people who have never been in a gym or exercised before? Are you committed to your own personal growth and development with a clear growth mindset?

Job Purpose:

Sports and Fitness, alongside the Arts and Youth Work, are at the heart of the Unitas Youth Zone’s programme for young people. The gym and fitness programme at Unitas is wide-ranging you will be key in ensuring young people have access to an exciting and engaging programme of activities that will be challenging, stimulating, fun, engaging and developmental. You will have access to our state-of-the-art 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**.

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:

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 deliver face-to-face work with young people, as well as supporting planning and general 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 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
- Ability 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
- Carry out any other reasonable duties as requested by management in line with the needs of the organisation including Front of House Duties

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
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
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	Desirable
Special Requirements	
A willingness to work unsociable hours	Essential
Enhanced DBS clearance. Commitment to Safeguarding children	Essential