



Role Profile - Youth Worker - Climbing Instructor

Job title	Sessional Youth Worker - Climbing Instructor	Salary:	£11.05 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 ODT	Hours:	Up to 15 hours per week (evenings and weekends)

The Person: Do you want to use your sport and climbing experience to enable young people to learn new skills and access our indoor climbing wall? Do you enjoy helping young people overcome challenges and enjoy seeing them achieve? You will be passionate about ensuring all young people have a safe and fun experience when accessing the climbing wall.

Job Purpose:

Sports and outdoor pursuits, alongside the Arts and Youth Work, are at the heart of Unitas' programme for young people. The sports and outdoor programme 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 adventurous activities that will be challenging, stimulating, fun, engaging and developmental. You will ensure the climbing wall is well used and maintained to a high standard by offering young people safe, exciting, and challenging routes to climb in a friendly and welcoming environment. You will provide supervision and advice to young people and support and guide Unitas Youth Zone's staff and volunteers.

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

- Together with the Sports team, to develop and implement a climbing programme and outdoor events, ensuring we continue to develop and expand to meet the changing needs of our members
- To run climbing wall sessions for young people
- To carry out inductions for new users and then provide supervision on the climbing wall, promoting best practice and safe use for all young people
- To plan, coordinate and deliver a comprehensive climbing programme for young people, which will enable them to build their confidence, social skills, and overall wellbeing
- To ensure the highest standards of health and safety are maintained in the climbing area and in any outdoor adventures
- To monitor wall safety practices whilst working
- To ensure that all equipment necessary for each session is fit for purpose, including ropes, harnesses, and belays
- To ensure equipment is stored correctly and securely after completion of each session
- To carry out and log daily, weekly, and monthly checks, reporting any defects or faults to the Sports Coordinator and Facilities Manager and to carry out remedial action where appropriate
- To assist with the route setting programme, settling routes/boulder problems as required
- To assist in the provision of risk assessments and report to the Session Lead any accident or incident that requires attention, completing accident report forms as appropriate
- To deliver accredited awards such as NICAS and encourage motivate, encourage, and support young people to participate fully in climbing sessions



- Keep up to date on policies or procedures required for the safe operation of the climbing wall
- Ensure the climbing area is kept clean, tidy, and clear of rubbish at all times
- To manage, support and coordinate sessional staffing requirements for outdoor adventure activities within NGB guidelines
- To promote and safeguard the welfare of children and young people at all times
- To promote cultural cohesion and inclusion and proactively challenge any prejudice and discrimination
- To work with volunteers in sessions, coaching them to achieve their full potential within their given roles and monitoring their ability as climbing coaches
- Any other duties as may reasonably be required by management, including supporting front-of-house duties as required

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	
Experience of working with groups of young people aged 8 to 19, or up to aged 25 with a disability	Essential
Experience of working with young people from diverse backgrounds or those with additional needs	Essential
Experience of Climbing Instruction/ Outdoor Adventure management	Essential
Experience of conducting climbing wall and equipment safety checks	Essential
Extensive experience of delivering outdoor adventure activities to young people	Essential
Experience of working with/mentoring a team of volunteers	Essential
Experience of working with young people that have additional needs or have disabilities	Desirable
Experience of route setting	Highly Desirable
Experience of delivering the NICAS Award schemes	Desirable
Qualifications	
Climbing Wall Instructor Qualification (formally Climbing Wall Award) (or demonstrable experience of the ability to gain this qualification upon appointment) ** (formally Climbing Wall Award)	Essential
Single Pitch Award	Desirable
First Aid qualification	Essential
Foundation coach/BMC Fundamental's course	Desirable
RSA level 2 – Route Setter	Desirable
Skills	
Ability to deliver high quality Climbing activities with children and young people.	Essential
Able to work as part of a team and under own initiative	Essential
Able to manage challenging behaviour	Essential
Able to communicate effectively with young people, parents, team members and members of the public	Essential
Ability to work reactively to situations and change the programme/activity as needed.	Essential
Ability to engage and build positive relationships with young people, including disengaged and disadvantaged young people	Essential
Ability to coach, encourage, motivate, and provide reliable support to young people	Essential
Knowledge	
Understand the principles of working with young people, the issues affecting their lives and knowledge of their needs	Desirable
Knowledge of health and safety and best practice in a climbing wall environment	Essential
Sound knowledge of outdoor adventure qualifications and the quality standards expected for the successful delivery of accredited outdoor adventure activities	Essential
Special Requirements	
A willingness to work unsociable hours	Essential
The ability and willingness to travel to events in the region and beyond	Essential
Enhanced DBS clearance and commitment to Safeguarding children	Essential