

# Role Profile

## Gym Youth Worker



**JOB TITLE:** Youth Sports Worker – Gym and Fitness **SALARY:** London Real Living Wage currently £13.15 an hour

**REPORTING TO:** Sports Coordinator **HOLIDAYS:** 34 days including bank holidays and a day off on your birthday – Pro Rata

**LOCATION:** Future Youth Zone, 201-225 Porters Avenue, Dagenham, RM9 5YX **HOURS:** 22 hours a week

**THE PERSON:** Do you love Sport and Fitness and are you passionate about the role martial arts and/or boxing can play in changing young people's lives? Utilising our gym, you will work with young people using the medium to challenge their own fitness in their bodies but also in their minds. You will create a space that will enable young people to have someone to talk to making the space a place that facilitates conversations with young people to give them someone to talk to about what is going on in their lives, exploring their hopes, fears, and dreams. This is a great opportunity for someone looking to progress and develop their career in Youth Work or transition into the sector.

**KEY RELATIONSHIPS:** Young people and parents, Sports Co-ordinator, Head of Youth Work, Senior Club Manager, Junior Club Manager, Inclusion Manager, Volunteers, Arts Co-ordinator and Rec Lead

**KEY DATES:** **Closing date: Monday 17<sup>th</sup> March** Interviews will be held during the day or in the evening of the week beginning Monday 25<sup>th</sup> March

To apply please complete the sessional application form, which can be found on our website and send to [recruitment@futureyouthzone.org](mailto:recruitment@futureyouthzone.org)

**Future 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. Pre-employment checks will be required for this role.**

### **JOB PURPOSE:**

Sports, along with the Arts and Youth Work, is at the heart of Future Youth Zone's offer to young people. The sports offer at Future 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 multi-disciplinary 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, weight-lifting facilities and a functional area. You will be involved in teaching the fundamentals gym use and fitness, running fitness classes in line with your skills, as well as facilitating taster sessions and competitions, which engage young people and build their skills and fitness levels.


Within the Sports Team, we are looking for 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, or 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.

## CONTEXT OF THE POST:

Future was the first Youth Zone in London opened by the national charity, OnSide in Spring 2019. Future, 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, at weekends and during school holidays, with the purpose of supporting young people to become happy, healthy and successful adults.

The Youth Zone supports young people like [Monique, Owen and Bola](#) to grow and develop.

## DUTIES AND RESPONSIBILITIES

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- To work directly with young people to plan, lead and deliver safe, fun and structured sports / fitness sessions
  - within Future Youth Zone, which are progressive and reflect the needs of young people
  - To contribute to a sports / fitness programme that is high quality and meets the needs of the young people,
  - including young people with additional needs and young people who typically don't engage in sports
  - To support a sports / fitness programme that contributes to the wider youth work agenda, supporting the
  - development of young people
  - To confidently manage and establish positive relationships with groups of young people
  - To compile all monitoring information required to deliver impact statistics and encourage feedback from young
  - people taking part in activities to share this with the team.
  - To work with young people from a range of backgrounds and with a range of needs
  - Effectively communicate at all levels, orally and in writing
  - To work alongside other team members and provide guidance and support to young leaders and volunteers
  - To attend regular training and development sessions and events where required
  - To co-ordinate volunteering opportunities in sports / fitness activities
  - To encourage attendance in sports / fitness activities, particularly by young people who do not usually
  - participate in sport / fitness activities
  - To assist in identifying talented young people and encourage further development
  - To maintain current knowledge of relevant National Governing Body programmes, policies and practices
  - To promote cultural cohesion and inclusion and proactively challenge any prejudice and discrimination
  - Any other duties as may reasonably be required
  - Carry out any other reasonable duties as requested by management
  - Be committed to a culture of continuous improvement.
  - Work within the performance framework of Future Youth Zone and OnSide.
  - 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 causes of concerns to the Session Lead or Safeguarding team (training will be provided).
  - To assist with any promotional activities and visits that take place at the Youth Zone.

- To 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 safe, accessible and inclusive.

### Person Specification

Applicants must demonstrate in their application form that they currently have the experience and use the skills outlined below or have used them previously in employment, education, training, volunteering etc.

#### Person Specification

Selection Criteria*	Essential or Desirable	Method of Assessment
A = Application Form I = Interview AS = Assessment		
<b>Experience</b>		
Experience of working with groups of young people aged 8 to 19, or up to age 25 with additional needs	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	Desirable	A & I
Experience of delivering a wide range of sports or activity sessions	Essential	A & I
Experience of delivering events and competitions	Desirable	A & I
Experience of team working and alongside volunteers	Essential	A & I
<b>Qualifications</b>		
Level 2 Gym Instructing or above	Essential	A
First Aid Qualification	Desirable	A
Level 2 Certificate in Coaching Weightlifting	Desirable	
<b>Skills</b>		
Ability to deliver high quality fitness programmes with young people who face social exclusion, disadvantage and disaffection and manage such a group	Essential	A & I
Ability to engage and build positive relationships with young people including disengaged and disadvantaged young people	Essential	A & I
Able to work as part of a team and under own initiative	Essential	A & I
Able to support the planning and evaluation of programs of activity including production of session plans and program reports	Essential	A & I
Able to communicate effectively with young people, parents, team members and members of the public	Essential	A & I
Able to deliver within an equal opportunities framework	Essential	A & I
<b>Knowledge</b>		
Understand the principles of working with young people, the issues affecting their lives and knowledge of their needs practice	Essential	A & I
Knowledge of health and safety, diversity awareness and safeguarding best	Essential	A & I
Basic knowledge of pathways into sports opportunities at all levels.	Desirable	A & I
<b>Special Requirements</b>		
A willingness to work unsociable hours and cover events, holidays and staff absence	Essential	A & I
DBS clearance and committed to Safeguarding children	Essential	A & I

\*\* Selection criteria for guidance only, alternative methods may be used to assist the selection process

**THE OTHER BITS...**

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.

For information regarding how Future Youth Zone and OnSide Youth Zones process your data, please visit [www.futureyouthzone.org/privacy-policy/](http://www.futureyouthzone.org/privacy-policy/)

**OUR VALUES AND STAFF BENEFITS:**



**EXCELLENCE**



**AMBITION**



Birthday off + extra holiday for length of service

Staff training and development

Free use of our gym

Pension contribution

Bike2Work Scheme

Free Holiday Club for your children aged 8-12

Employee Assistance Programme

Proud London Living Wage employer

Weekend and evening roles available

Rewards and Recognition scheme