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Sessional & Part Time Youth Worker & Activity Leads

Youth Worker:

Indoor Climbing Wall Lead

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## POST:

## Indoor Climbing Wall Lead

## SALARY:

£10.00 *p.h - £10.45 p.h*

## LOCATION:

Warrington (Dalham Lane)

**REPORTING TO:**

Youth Clubs Managers & Coordinators

## CONTRACT:

Permanent: Part time from 8 to 24 hours a week

BENEFITS:

5% matched contribution pension; 33 days holiday inclusive of Bank Holidays (rising with length of service)

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 seeing them achieve? You will be passionate about ensuring all young people have a safe and fun experience when accessing the climbing wall.

**WARRINGTON YOUTH ZONE**

Opening in Spring 2022 Warrington Youth Zone will become the new home and evolution of Warrington Youth Club (WYC). WYC was formed in 1930 by a group of parents who were concerned that their children were getting into trouble after school. Over the following five years the group developed into Warrington Boys Club. Warrington Youth Club today is a well-established charity which delivers an open

access Youth Club four nights a week at The Peace Centre, a satellite gym 7 days a week in Warrington Town Centre as well as a wide range of successful

targeted projects including mentoring, employability, and National Citizenship Service (NCS).

In 2008, the Board of WYC, recognising the need for WYC to modernise and evolve and find more permanent locations for its services (currently scattered over multiple locations), began

working closely with OnSide and Warrington Borough Council to explore the potential for a new Youth Zone, a central facility within Warrington which will allow the youth offer to be extended to 7 days each week and attract young people from across Warrington. Whilst providing a base for the many successful and changing targeted projects Warrington Youth Club deliver to local young people. Warrington Youth Club/Zone is part of the OnSide Network.

Warrington has a population of 210,000 people, 32,000 of whom fall within the target age for a Youth Zone (7 – 19 or up to 25 for those with a disability or vulnerability). There is currently no universal youth

provision for young people in Warrington available 365 days a year and Warrington Youth Club is the largest children and young people’s organisation in the town with over 4000 members.

Warrington Youth Club has a long history in helping young people in this area and is well networked into the Voluntary, Statutory, Faith and Private sectors across the Borough. The multi-agency links that Warrington Youth Club has developed will ensure that the new Youth Zone is accessible to a broad range of groups who support children and young people across

Warrington.

Warrington Youth Zone will be 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 purpose is to help young people grow to be happy, healthy and successful adults.

The state-of-the-art £7.05 million building will

provide young people with facilities that are second to none delivering over 20 sporting, artistic, cultural and general recreational activities each session. Offering young people the opportunity to try new things, meet new friends and gain support from friendly, warm and positive staff and volunteers.

With every workout or kickabout, every mock interview or muck around with mates, young people develop the resilience to face challenges and the skills to solve problems. They find confidence to aim high and the determination to become who they want to be. They build positive relationships based on being given the space to talk, an understanding of their own self-worth, and a sense of belonging to something bigger. That is why Warrington Youth Zone won’t just be a place to go – but a place to grow. That is the power of exceptional youth work.

**THE ROLE**

Sports and outdoor pursuits, alongside the Arts and Youth Work, is at the heart of Warrington Youth Zone’s offer to young people. The sports and climbing offer will be 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 members of Warrington Youth Zone’s staff and volunteers.

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| **KEY RESPONSIBILITIES** |
| * Together with the Sports Co-ordinator, develop and implement a climbing programme and outdoor events, ensuring we continue to develop and expand to meet the changing needs of our members |
| * The role is 100% face to face delivery with young people |
| * 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, co-ordinate and deliver a comprehensive climbing programme for young people, which will enable them to build their confidence, social skills and overall wellbeing |
| * Ensure the highest standards of health and safety are maintained in the climbing area and in any outdoor adventures. Monitor wall safety practices whilst working |
| * Ensure that all equipment necessary for each session is fit for purpose, including ropes, harnesses and belays. Ensure equipment is stored correctly and securely after completion of each session |
| * Carry out and log daily, weekly and monthly checks, reporting any defects or faults to the Sports Co-ordinator. Carry out remedial action where appropriate |
| * Assist with the route setting programme, settling routes/boulder problems as required |
| * Assist in the provision of risk assessments and report to the relevant Session Manager 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 |
| * 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 Warrington Youth Zone and OnSide |
| * 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 |
| * 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 Lead using the safeguarding policies, procedures and practice (training to be provided) |
| * Represent Warrington Youth Zone positively and effectively in all dealings with internal colleagues, and external partners |
| * To actively promote the Youth Zone and positively contribute towards increasing Youth Zone membership |
| * Any other duties as may be reasonably be required |

# PERSON SPECIFICATION

Applicants will be expected to demonstrate the experience, skills, abilities and attributes listed.

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| **SELECTION CRITERIA** | **REQUIREMENT** |
| **EXPERIENCE** |  |
| Experience of working with groups of young people aged 8 to 19, or up to aged 25 with additional needs | 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 delivering the NICAS Award schemes | Desirable |
| Experience of working with young people that have additional needs | Desirable |
| **SKILLS, KNOWLEDGE AND ATTRIBUTES** |  |
| Ability to deliver high quality Climbing activities with children and young people. | Essential |
| Ability to plan and create interesting & fun sessions for young people | Essential |
| Ability to under take site specific training and follow operating procedures as laid out by our technical advisor | 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 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 |
| Understand the principles of working with young people, the issues affecting their lives and knowledge of their needs | Desirable |
| **QUALIFICATIONS** |  |
| Climbing Wall Instructor Qualification (or demonstrable experience of the ability to gain this qualification upon appointment, training provided) | Essential |
| First Aid qualification | Essential |
| Level 2 Youth Work Qualification | Desirable |
| Evidence of ongoing professional development | Desirable |
| GCSE or equivalent literacy and numeracy | Desirable |
| **SPECIAL REQUIREMENTS** |  |
| A willingness to work unsociable hours | Essential |
| A willingness to cover events, holidays and staff absence | Essential |
| Enhanced DBS clearance. Commitment to Safeguarding children | Essential |

# GENERAL INFORMATION

A range of part time & sessional positions are available, weekday evening and all weekend. Typical contracts range from 8 -24 hours a week.

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# APPLICATION PROCESS

To apply, please complete the application from (<https://warringtonyouthzone.org/get-involved/vacancies/>) & return to [recruitment@warringtonyouthclub.co.uk](mailto:recruitment@warringtonyouthclub.co.uk)

In addition, please let us know of any reasonable adjustments we can make to assist you in your application or the selection process.

In accordance with our Child Protection and Safeguarding procedures, this position requires an Enhanced DBS check.

For information regarding how Warrington Youth Zone processes your data, go to <https://warringtonyouthzone.org/privacy-policy/>

## CLOSING DATE FOR APPLICATIONS:

Warrington Youth Zone will begin training and induction of our sessional team in March 2022.

**Recruitment is ongoing, and we will process & interview applications as they are received.**

**Our next assessment & interview day will be on Saturday 12th March 2022, please apply in advance of this date to secure an interview.**

**The strength of OnSide comes from the diversity of the people within our vibrant network. We are proud that our Youth Zone teams reflect the communities they serve, and we value people working together from a range of different backgrounds, locally and nationally, and with different experiences, all with a shared passion for boosting the aspirations of young people across the country. Diversity brings innovation, fresh ideas and creativity, and we actively strive to create a culture that is truly inclusive and fair for all and where everyone in the team can be themselves and thrive.**

ONSIDE YOUTH ZONES

**NETWORK VALUES**

**EXCELLENCE**

**FIRST**

**PEOPLE**

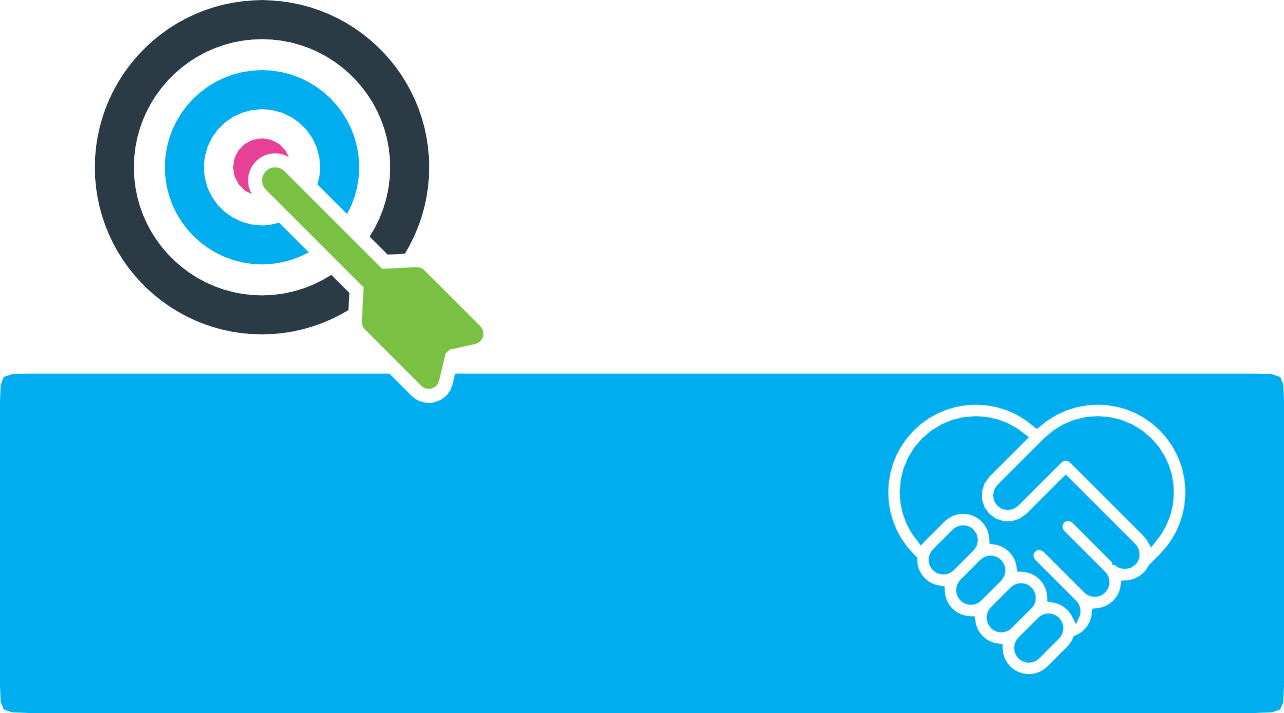
**YOUNG**

Young people are at the heart of everything we do, inspiring and challenging us to deliver services that exceed their needs and challenge them to be the best they can be.

We encourage ourselves and each other to be the best we can be through continuous learning and improvement, and a focus on finding solutions.

**RESPECT**

We act with honesty and integrity, celebrating diversity across the whole organisation and caring about each other, our young people and the Youth Zone environment.



**AMBITIOUS**

We are passionate and driven in taking on new challenges, embracing new ideas, and exceeding our ambitions for young people, the Youth Zones and our local communities.

**COLLABORATIVE**

We will create and nurture strong, creative partnerships, working together to achieve better results and outcomes for young people.



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