

Role Profile: Gym and Fitness Instructor – Youth Worker

Job title	Gym and Fitness Instructor – Youth Worker	Salary:	Up to £10.55 an hour
Reporting to:	Sports Coordinator	Holidays:	33 days including bank holidays (pro-rata)
Location:	Legacy, Croydon Youth Zone	Hours:	Thursday 4-9pm, Friday 4-10pm, Saturday 11am – 3pm and 4-10pm (up to 21 hours)

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? Are you passionate about giving young people in Croydon a healthy and positive future? Are you happy coaching and teaching young people? 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?

Key Relationships: Core Management team, Youth Work Managers, OnSide, External Stakeholders, Young People and Parents.

Closing date: When position is filled

N.B. Please submit applications as soon as possible as suitable applicants will be contacted before the closing date to be invited for interview.

Key Dates and application details: Interviews will be held as and when application forms are received.

To apply, please complete an application form, which can be found on our website. Your completed form should be sent by email to Legacy Youth Zone’s recruitment team: recruitment@legacyyouthzone.org



Job Purpose:

Sports, along with the Arts and Youth Work, is at the heart of Legacy's offer to young people. The boxing and mixed martial arts offer at Legacy 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 new gym, equipped with cardio and resistance equipment, Olympic 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 Weight Lifting**.

Context of the post:

Croydon Youth Zone, named "Legacy" by local young people, will be the third Youth Zone in London opened by the national charity, OnSide in Summer 2019. This is an exciting and unique opportunity to join the delivery team pre-opening and play your part in history, shaping opportunities for London's young people and supporting full time Youth Workers and Youth Work Managers.

Legacy, like all OnSide Youth Zone's, 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. The Youth Zone's purpose is to help young people grow to be happy, healthy and successful adults.

Legacy's state-of-the-art £6.5 million building on Whitehorse Road, will provide young people with access to a range of activities, offering them the opportunity to try new things, meet new friends and gain support from friendly, warm and positive staff and volunteers. The facilities include a 3G pitch, a gym, sports hall, recreation area and dance, arts, music and media suites, with state-of-the-art facilities equipped for a wide range of sporting, artistic, cultural and general recreational activities and targeted services. To access a Youth Zone, young people aged 8 – 19 (or 25 with additional needs) simply pay 50p per visit and £5 per year membership.

Find out more by watching

<https://www.youtube.com/watch?v=Yb18h1TPRNE>

<https://www.youtube.com/watch?v=Q3fFHKXV7ZQ>

<https://www.youtube.com/watch?v=sZCMoDYEfTQ>

.....it might just change your life!

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 Legacy Youth Zone and OnSide
- Represent Legacy Youth Zone positively and effectively in all dealings with internal colleagues, and external partners
- 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
- Represent Legacy Youth Zone positively and effectively in all dealings with internal colleagues, and external partners
- 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 Child Protection Officers 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 adhere to Legacy Youth Zone policies at all times, with particular reference to Health and Safety, Safeguarding and Equal Opportunities

Duties and Responsibilities - Detailed

- To work directly with young people to plan, lead and deliver safe, fun and structured sports / fitness sessions within Legacy Youth Zone, which are progressive and reflect the needs of young people
- The role is 100% face to face delivery with 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 disabilities 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 deliver leadership awards to young people and 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

Person Specification

Selection Criteria* A = Application Form I = Interview T = Test/Personality Profile	Essential or Desirable	Method of Assessment
Experience		
Experience of working with groups of young people aged 8 to 19, or up to age 25 with a disability	Essential	A & I
Experience of working with young people from diverse backgrounds and with challenging needs	Essential	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 working with young people with additional needs and disabilities	Desirable	A & I
Experience of team working and alongside volunteers	Essential	A & I
Qualifications		
Level 2 Gym Instructing or above	Essential	A
First Aid Qualification	Desirable	A
Level 2 Certificate in Coaching Weight Lifting	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	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
Ability to engage and build positive relationships with young people including disengaged and disadvantaged young people	Essential	A & I
Ability to coach, encourage, motivate and provide reliable support to young people	Essential	A & I
Knowledge		
Understand the principles of working with young people, the issues affecting their lives and knowledge of their needs	Essential	A & I
Knowledge of health and safety, diversity awareness and safeguarding best practice	Essential	A & I
Basic knowledge of sports pathways	Desirable	A & I
Special Requirements		
A willingness to work unsociable hours	Essential	A & I
Enhanced DBS clearance. Commitment to Safeguarding children	Essential	A & I
The ability and willingness to travel to events in the region and beyond	Essential	A & I


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

The strength of the OnSide Network of Legacy 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. Legacy Youth Zone are committed to safeguarding and promoting the welfare of children, young people and vulnerable groups.

For information regarding how OnSide Youth Zones processes your data, please click here: <https://www.onsideyouthzones.org/applicant-privacy/>

OnSide Youth Zones Values

ONSIDE YOUTH ZONES NETWORK VALUES



**YOUNG
PEOPLE
FIRST**

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.

EXCELLENCE

We encourage ourselves and each other to be 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.

