**Job Title:**  **Casual Support Youth Worker**

**Salary:**  **£11.44 to £13.10 depending upon experience (bands A & B)**

**Location: BLGC sites**

**Reports to: Play, Youth and Inclusion Manager**

**Contract:** **Casual bank work**

**Hours:**  **Flexible, casual Part Time hours (Evenings and weekends)**

**The Charity**

Bolton Lads and Girls Club (BLGC) is a community-based charity driven by a mission to ensure that every child and young person in Bolton has ‘the best possible start in life, so that they have every chance to achieve their aspirations, succeed and be happy’ (Bolton Vision 2030). BLGC provides innovative and accessible services, to enable children and young people to do what they want, where they want, in an inclusive and integrated environment.

We support children and young people and families, especially those from disadvantaged backgrounds, to live happier, healthier and safer lives. Each year we support around 4,000 individuals through our services across Bolton and the surrounding area, and through our outreach in schools and community settings.

Our offer includes: A Universal Youth Provision providing diverse youth club activities, sports, multi-media, social interaction and arts; a Targeted Youth Service providing critical support to some of our most vulnerable children and young people and families in the community; a Football facility that provides fundamental football skills and emphasises the importance of inclusivity and teamwork; an Education provision providing an alternative curriculum for children and young people who benefit from creative and practical approaches to learning in a supportive and nurturing environment.

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**Our Vision and Mission**

**Vision**

Every young person in Bolton has the opportunity to be the best they can be.

**Mission**

We will provide great places to go, positive things to do, and people that care.

**Our Key Principles**

* Keep things simple.
* Always do the right thing.
* Offer excellent customer service.
* Provide an environment for people to be the best they can be.
* Be exceptional in the moments that matter.

**Our Values**

**Driven** **Caring**

We don’t give up and we do whatever it takes. Genuine people who care make the difference.

**Empowering Excellence**

We enable people to be the best they can be. We aim to deliver the highest standards of service and continuously improve through robust

**Fun** quality assurance and innovation.

If you enjoy what you do, you do it better! Work is

serious and we do it with a smile on our face.

**About the role**

You will need to be passionate about giving young people opportunities in a safe but sometimes challenging space. Have a strong belief that young people are able to thrive though developing relationships quickly with people who really care about them. You will be able to work as a team, in a fast-paced environment to enable young people to achieve, have a sense of belonging, improve their general wellbeing and self-esteem. You must be able to work flexibly when asked to cover on a casual basis.

**Duties and Responsibilities**

* To establish positive relationships with children and young people
* To work with children and young people in small and large groups
* To promote a nurturing environment in which young people can develop
* To work flexibly to ensure the needs of young people are met, including children and young people who come from disadvantaged backgrounds and those with disabilities or additional needs.
* To encourage and maintain positive behaviour during sessions.
* To promote cultural cohesion and inclusion, and proactively challenge any prejudice and discrimination.
* Ensure the participation of young people in activities and their ideas contribute fully to the delivery and evaluation of activities.
* To promote and safeguard the welfare of children and young people at all times.
* To take a creative and enthusiastic approach to working with young people.
* To promote a positive image of BLGC through your work with young people.
* To report any behaviour, conversations or comments which are inappropriate within a setting for children and young people.
* To understand and adhere to BLGC policies and procedures at all times with particular emphasis on equal opportunities, health and safety and safeguarding.
* To undertake any other work requested by your line manager.

**Person Specification**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Selection Criteria  A=Application / I=Interview | | Essential  ü | Desirable  ü | Method of  Assessment  ü |
|  |  | | | |
| Qualifications | |  |  |  |
| A recognised professional youth work qualification | |  | ü | A |
| A multi sports/ personal training qualification | |  | ü | I |
| Skills and Experience | |  |  |  |
| Minimum of 1 year experience of working with young people ages 8-19 in both groups and individually. | | ü |  | A |
| Ability to work as a team but also independently to run activities with groups of young people | | ü |  | A/I |
| Able to adapt and change working styles based on the young people’s wants and needs | | ü |  | A/I |
| Experience of effectively managing children and young people exhibiting behaviors of concern | |  | ü | I |
| Ability to establish good professional relationships with young people and adults. | | ü |  | I |
| Knowledge | |  |  |  |
| Understanding the issues affecting young peoples lives. | | ü |  | A/I |
| Demonstrable knowledge of Health and Safety, Diversity Awareness and Safeguarding best practice and how these relate to young people and staff within the Youth Club. | |  | ü | A/I |
| Personal Qualities | |  |  |  |
| Creative, positive and enthusiastic | | ü |  | I |
| A team player | | ü |  | I |
| Good planning and organisational skills and flexibility to adapt to circumstances | | ü |  | I |

In addition, we will need the following:

* Confirmation you are eligible to work in the UK (the successful candidate will be required to provide documentary evidence before a job offer is confirmed).
* Any reasonable adjustments we can make to assist you in your application for the selection process.
* In accordance with our Child Protection and Safeguarding procedures, this position requires an Enhanced DBS.

**Why join Team BLGC?**

BLGC is a great place to work, we work hard, but we have fun! We change and save the lives of thousands upon thousands of children, young people and families. In addition, we also offer the following:

* Flexible working opportunities
* Generous leave benefits
* Health Care Plan
* Contributory pension scheme
* On site gym
* Birthday leave
* Enhanced Compassionate Leave
* Enhanced Maternity Pay

In 2024 Great Place To Work® recognised Bolton Lads and Girls Club on the following Best Workplaces Lists.

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