

**Where
Everyone
Sticks
Together**

**INCLUSION
YOUTH
WORKER**





WEST YOUTH ZONE

**4 EDCITY CONCOURSE, EDCITY, LONDON, W12 7TF
REGISTERED CHARITY NUMBER: 1125893**

Hammersmith & Fulham is a neighbourhood of wide disparities, with an acute need for youth services. The north of the borough comprises many neighbourhoods in the 20% most deprived neighbourhoods in the UK, whereas in the south, many are in the least deprived. This vast difference between those living in different parts of our borough is hugely unfair and can lead to radically different life outcomes. WEST Youth Zone is a vital provision that will make a huge difference to the lives of young people, and to the whole borough, levelling the playing field for our young people.

Construction of Hammersmith & Fulham's Youth Zone, named "WEST" by local young people, is due to be completed at the end of 2023 and open in spring 2024 as the fourth OnSide Youth Zone in London. At WEST, we believe all young people in Hammersmith & Fulham should have the opportunity to discover their passion and their purpose. To find out what they've got and where it could take them. Our Youth Zone will be a purpose-built space fizzing with energy and crammed with incredible facilities. It will be staffed by skilled and dedicated youth workers who truly believe in young people in the city – helping them see what they could achieve, and giving them the skills, confidence and ambition to go for it.

Once open, we will deliver life-changing support to help thousands of young people from a diverse range of backgrounds to thrive.

Open 37 hours a week, 7 days a week, while schools are closed - that's evenings and weekends, plus all through the school holidays. We will offer a safe and active space for young people to flourish in their leisure time, where their interests can be nurtured, and they can grow as Individuals. Averaging 1,000 visits per week this is a charity that the whole community can be proud of, and you can be part of that journey.

Entry will be just 50p each visit and annual membership £5 which will give a young person access to over 20 activities per night. In addition to our open-access provision we will run targeted projects that bring specific outcomes to some of those most in need of additional support and interventions.

WEST Youth Zone will operate a proven OnSide model of youth service provision that is aligned to community needs and supported by cross-sector funding.

We give 8 –19 year-olds, (and up to 25 for young people with additional needs) affordable access to a broad range of sport, arts and employability services, designed to empower them to lead healthier, positive and more active lives – raising their aspirations for themselves and their community.

The facilities will be second to none, delivering sporting, artistic, cultural and general recreational activities each session. The outstanding quality of the facilities is a concrete demonstration of the belief that the young people of our community deserve the best.

INCLUSION YOUTH WORKER – PART TIME

THE ROLE

We are looking for youth workers to work alongside our Inclusion Coordinator to support our members with additional needs, both on our universal sessions and our specific Inclusion sessions. The role is 100% face to face delivery with young people during evenings and weekends. The role of the Inclusion Youth Workers is to help deliver an accessible and inclusive offer to young people. During universal sessions, the Inclusion Youth Workers will help young people with additional needs to access different activities that the youth zone offers. For example, football in the Sports Hall and cooking in the Training Kitchen. Our Inclusion sessions, which run on a Sunday, will be for young people with additional needs only, Inclusion Youth Workers will help plan and deliver these sessions.

You will be working with young people of all different backgrounds including those with additional needs, disabilities, neurodiverse as well as supporting those who may be socially excluded or vulnerable. As a member of the Inclusion Team, you will be key in ensuring young people have access to an exciting and engaging programme which is accessible, and all reasonable adjustments have been considered. Youth workers plan and deliver high quality youth work that supports young people in their personal, social and educational development.

HOURS: Part time - Various hours available to be discussed at interview

BENEFITS: 33 days holiday inclusive of bank holidays (pro-rata for part time staff); workplace pension; free gym access (once WEST has opened); access to OnSide's Talent Academy; bespoke training and mentoring.



INCLUSION YOUTH WORKER – KEY RESPONSIBILITIES

Reporting to Session Club Manager & Inclusion Coordinator

- Together with the Inclusion Coordinator, develop and implement a programme that is exciting, challenging and ever changing
- To deliver single gender work and well as targeted and group activities
- The role is 100% face to face delivery with young people as well as up to 5 hours admin to support with programme planning
- To create a culture of acceptance and understanding within WEST and allowing young people to be themselves
- To work directly with young people to develop their social and emotional skills and an awareness around health and wellbeing
- To directly deliver a high-quality programme of activities that is exciting, safe, varied, innovative, developmental and directly responds to the diverse needs, concerns and interests of the members
- To have great energy and establish positive relationships with young people, the wider youth work team and visitors to the Youth Zone
- To respond to the needs of young people through activities and project work
- To work flexibly to ensure the needs of the members are met, including disadvantaged young people and those with disabilities or additional needs
- To ensure that members maintain a high standard of behaviour and discipline during sessions by making the area a hub of activity and fun
- To ensure the participation of young people in activities and that their ideas contribute fully in the delivery of activities in a safe way
- To assist with any promotional activities and visits that take place at the Youth Zone
- To be able to think on your feet and deliver an activity with minimal equipment
- Ability to enthuse others, including staff, volunteers and young people
- Represent West 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 actively promote the Youth Zone and positively contribute towards increasing Youth Zone membership
- To adhere to West Youth Zone Youth's mission and deliver high quality youth work that supports young people in their personal, social and educational development
- Comply with all policies, procedures, and codes of conduct, with particular reference to Safeguarding, Health & Safety, and Equality and Diversity
- Carry out any other duties as requested by management

INCLUSION YOUTH WORKER - CRITERIA

ESSENTIAL:

Some experience of working with groups of young people aged 8 to 19, or up to aged 25 with additional needs

Some experience of working with young people from diverse backgrounds and with challenging needs

Some experience of working with young women

Some experience of delivering wellbeing programmes to young people

Experience of team working and working alongside volunteers

Ability to deliver high quality targeted programmes with children and young people who face social exclusion, disadvantage and disaffection and manage such a group

Able to work as part of a team and under own initiative

Able to plan and evaluate programs of activity, including production of session plans and evaluations

Able to communicate effectively with young people, parents, team members and members of the public

Ability to engage and build positive relationships with young people including disengaged and disadvantaged young people

Knowledge of health and safety, diversity awareness and safeguarding best practice

Excellent timekeeper and reliable

A willingness to work unsociable hours when required

Flexible and a willingness to cover events, holidays and staff absence

Satisfactory DBS clearance and committed to safeguarding children

DESIREABLE:

Experience of working with LGBTQ+ young people

Some experience of delivering targeted sessions

Experience of delivering events and displays

Experience of working with young people with additional needs and disabilities

Level 2 Youth Work qualification or equivalent





CLOSING DATE: MONDAY 22ND JANUARY 2024

INTERVIEW DATE: SATURDAY 27TH & SUNDAY 28TH JANUARY 2024

WE REVIEW APPLICATIONS ON A ROLLING BASIS AND RESERVE THE RIGHT TO CLOSE THIS ROLE EARLY.

West 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

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