



## **Role Profile**

**Job Role: Gym Worker**

**Accountable to: Youth Work Manager**

**Location: Blackburn Youth Zone**

**Status: Part Time. Evening and Weekends.**

### **About Blackburn Youth Zone**

Blackburn Youth Zone is a 21st century youth hub located at the heart of Blackburn, open to young people aged 5 to 25 years old, aiming to change the prospects offered to young people in the area. Our vision is to be at the heart of the community, collaborating to create a more cohesive and prosperous Blackburn and Darwen.

Blackburn Youth Zone is built on land where, 100 years ago, Blackburn's first electricity generating station once stood. On the place where electricity first came to and powered the town, the Youth Zone is now powering the community through the energy and creativity of young people. What also makes us distinctive is our relationship with the local business community, who have wholeheartedly embraced the concept and pledged to work together to raise the aspirations of our town's young people, equipping them with life skills, increased confidence and independence which in turn will regenerate our town from the bottom up.

We are one of the leading youth organisations in Blackburn, with a membership of over 2,500 young people. We are open 7 days a week, 52 weeks of the year and offers over 40 different activities and opportunities in our open access youth club.



## **Our Values and principles**

**OUR VISION** - Blackburn Youth Zone to be at the heart of the community, collaborating to create a more cohesive and prosperous Blackburn and Darwen.

**OUR MISSION** - To inspire all, to have fun, meet different people, try new things and challenge themselves to be the best they can be.

**OUR IMPACT** - The difference we want to make

We want to make a tangible difference to the lives of young people. Our work will result in young people:

- Being happier
- Engaging positively with young people from across Blackburn with Darwen
- Living healthier more active lifestyles
- Having increased opportunities to develop and achieve
- Feeling more empowered and connected with their surrounding community
- Respecting and engaging with the environment through new and exciting experiences
- Having increased aspirations and increased economic opportunities

## **OUR VALUES**

**H**onesty

**E**xcellence

**A**ccountability

**R**espect

**T**eamwork



### **Main Purpose:**

The Gym, alongside arts, sport and Youth Work is at the heart of BYZ's offer to young people. The gym offer is wide ranging and includes all types of gym & training related activities. You will develop and deliver a diverse and exciting fitness programme of activities aimed at young people aged 5 to 19 years, that stimulates, develops and meets the needs of young people from all backgrounds and abilities. You will look to utilise arts in the wider youth work agenda supporting and encouraging young people to express themselves, explore issues and facilitate personal development by developing their skills through positive engage and experiences.

### **Main Responsibilities:**

- To plan, coordinate and deliver a comprehensive fitness programme for young people aged 8 to 19 (up to 21 with disabilities) at BYZ which will enable them to build their confidence, art skills, social skills and overall wellbeing.
- Provide a universal service to all children and young people that well marketed and reaches across the borough to ensure membership is reflective of local demographics promoting social mix within the sessions.
- To ensure that the programme 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 the arts.
- To ensure that the programme contributes to the wider youth work agenda, supporting the development of personal and art skills of young people
- To ensure all sessions are equipped with a range of resources and activities to engage, develop and inform young people
- To ensure all art delivery is safe
- To organise events, challenges, competitions and showcases, both internally and externally on a regular basis
- To support promotionally plan and work in the community to attract young people
- To motivate, encourage and support young people to participate fully in sessions



- To network with local appropriate groups and community providers and other partner organisations to develop joint working programmes
- In conjunction with other partners, identity, support and develop talented young people
- Carry out any other reasonable duties as requested by management
- To support, deliver and evaluate funded projects, according to the objectives and provide reporting on specific projects
- A willingness to work unsocial hours during evenings and weekends is required
- The ability and willingness to travel to meetings and events both in the region and beyond.
- To adhere to BYZ policies at all times, with reference to Health and Safety, Safeguarding and Equal Opportunities

**Person Specification: Applicants should be able to demonstrate that they can meet the following:**

| Selection Criteria* A = Application Form I = Interview  | Essential or Desirable | Method of Assessment |
|---|------------------------|----------------------|
| <b>Experience</b>   |                        |                      |
| Extensive experience of delivering fitness programmes and gym activities across all genres with relevant guidance and good practice     | E                      | A/I                  |
| Proven experience of engaging vulnerable, disengaged or hard to reach young people  | E                      | A/I                  |
| Experience of working with young people   | E                      | A/I                  |
| Experience working in partnership with external agencies to create opportunities for young people and improve our reputation with arts. | E                      | A/I                  |
| Experience managing and leading projects and accreditations such as ASDAN   | D                      | A/I                  |
| <b>Education/Training/Qualification</b>   |                        |                      |

|   |   |     |
|---|---|-----|
| Current First Aid Qualification   | D | A   |
| Gym and fitness qualification   | E | A   |
| <b>Skills</b>   |   |     |
| Excellent communication skills to deliver activity programmes to a wide range of young people   | E | A/I |
| Ability to motivate and engage staff, volunteers and young people through fitness   | E | I   |
| Strong commitment to young people and ability to engage and build positive relationships with disengaged young people                           | E | I   |
| Ability to plan and deliver events, such as fitness challenges  | E | I   |
| Ability to understand and meet children's needs including children with additional needs.   | E | I   |
| <b>Knowledge</b>  |   |     |
| Awareness and knowledge of what constitutes good quality fitness offer for children and young people  | E | I   |
| Knowledge and experience of fitness and how to teach these skills to children and young people  | E | I   |
| Ability to understand and meet children's needs including children with additional needs.   | E | I   |
| Sound knowledge of fitness and gym qualifications and the quality standards expected for the successful delivery of accredited music activities | E | I   |
| <b>Personal Qualities</b>   |   |     |
| Ability to establish good professional relationships with young people and adults   | E | I   |
| Patience, tolerance and flexibility   | E | I   |
| Creativity and enthusiasm   | E | I   |



|                              |   |   |
|------------------------------|---|---|
| Hands on / Can do attitude   | E | I |
| Flexible approach to working | E | I |
| <b>Other</b>                 |   |   |
| Enhanced DBS                 | E | I |
| Clean driving licence        | D | I |

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

### **Working hours**

The hours of work are those necessary to fulfil the requirements of the position. This will involve working unsocial hours in evenings and at weekends during Youth Zone sessions or at events, and also working during the day.

### **Remuneration package**

Salary: £7.21 to £11.00 (Dependant on experience)  
Holidays: 33 days inclusive of 8 Bank Holidays  
Pension: Blackburn Youth Zone Pension Scheme; 3% of salary is contributed by the Youth Zone, if the employee contributes 3% or more.

Notice period: 4 weeks

### **Disclosure and Barring Service Check**

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

### **Application Process**

Please email a CV to [hr@blackburnyz.org](mailto:hr@blackburnyz.org), together with a concise covering letter setting out your reasons for applying for this position.