



## RECRUITMENT PACK

**Job Role:** Youth Worker - specifically for a new Detached Youth Work programme

*2 posts are available (1 with each organisation) although we are open to exploring different combinations of hours to that advertised – so if you can only commit to one or two evenings per week, please get in touch to discuss options*

**Hours:** 14.5 hours per week

*This includes a requirement to work 3 evenings a week (days to be agreed) plus time for planning, development and networking*

**Pay:** £10.96 - £11 per hour

**Contract:** initially fixed term for 26 weeks (extension subject to funding)

### Other benefits

#### Carlisle Youth Zone

- 25 days holiday a year (pro rata) plus bank holidays (where applicable)
- Eligible to join the CYZ NEST Pension Scheme (with 6% employer contribution where applicable)
- Professional development and learning which includes informal opportunities to grow and develop, as well as access to more structured training opportunities via the OnSide Talent Academy
- Employee support including Medicash Assistance Programme, access to CYZ gym and fitness facilities (when not in use by young people), branded workwear, discounted holiday club spaces for children and close family members, and access to free parking and tea/coffee supplies

#### The Rock Youth Project

- Statutory annual leave entitlement (equivalent to 5.6 weeks' paid holiday a year pro rata)
- Eligible to join the Pension Scheme if qualify or wish to be
- Learning and development opportunities are routinely available to all team members.

## **Background**

During the summer and autumn of 2022, a successful Detached Youth Work programme was delivered in the Harraby area of Carlisle. Following feedback and evaluation, and thanks to funding via Cumbria County Council Community Grants scheme for Harraby, Botcherby and Belle Vue ward areas, Carlisle Youth Zone and The Rock Youth Project are able to extend and expand their partnership to offer a new Detached Youth Work programme across 3 evenings a week for an initial 6-month period. Through working in partnership, we believe we can harness the strengths and expertise of both organisations, and offer a joined-up approach for young people.

Detached Youth Work is a way of building relationships with young people at their pace, without the use of a building and takes place where the young person 'is at'. The nature of the relationship is led by the young person and the informal setting of the work facilitates choice, freedom of expression and development of self-identity for young people. The Detached Youth Work programme will complement the extensive Centre-based offers of both Carlisle Youth Zone and The Rock, and will take our youth work offer out to where young people are choosing to meet. This means being out and about on the streets, meeting young people in housing estates, parks, cafes, sports pitches and other spaces they have chosen to be.

You can find out more about Detached Youth Work as an approach in the National Youth Agency Guidance [here](#).

We recognise that Detached as an approach to youth work may be new to people wanting to apply, and are pleased to confirm that a comprehensive training programme will be offered as part of the induction and development for all youth workers involved in this work. We have secured a small activity budget to support the work, and each Youth Worker will be issued with a Detached Youth Worker pack with resources and equipment. The Carlisle Youth Zone minibus will also be available, to support workers get out and about and to offer a mobile base.

## **About Carlisle Youth Zone**

Carlisle Youth Zone (CYZ) is a charity set up to give young people aged 7 – 18yrs (up to 25yrs with additional needs) the opportunity to discover their passion and their purpose. We opened in 2011 and currently receive around 1200 visits per week from young people across the city. Integral to our work is a purpose built, £5 million building with facilities that include astro-turf pitches, 4-court sports hall, climbing wall, dance / drama studio, fully equipped gym, music room, and training kitchen. We welcome young people from diverse backgrounds to take part in Youth Clubs, activities and events 6 days a week, and provide opportunity to make friends, develop new skills, unlock their potential and have fun. Beyond the amazing facility, our greatest strength is our team of dedicated youth workers. Whether through a conversation, a project, a game or targeted support, CYZ provides life-changing support that helps local young people to thrive.

## **About The Rock Youth Project**

The Rock Youth Project is a charity which works with children and young people aged 7-19 from Carlisle South. The Rock Youth Project runs universal youth clubs in Currock and Petheril Bank, delivering ten different youth clubs and activities each week split by age range into juniors (ages 7-11) and seniors (12-19) as well as a girls Cub (10+). There is no cost to attend The Rock Youth Project as all clubs and trips are free. The Rock Youth Projects mission is to deliver quality and accessible youth work of young people in Carlisle. The Rock Youth Project is a safe space where children and young people learn, play, aspire, achieve and have fun, with staff running many different activities including sports, gardening, games, arts, trips, arts, and crafts as well as cooking club all year round. The Rock Youth Project works with up to 50 young people every night in the community. The Rock Youth Project also provides support to the wider community through community coffee mornings, providing a free foodbank, clothes bank, toiletries, baby clothes and items accessible for the community.

## **Job Purpose**

To plan and deliver high quality youth work that supports young people in their personal, social and educational development. To ensure all youth work interactions, projects and activities are fun, safe, inclusive and aspirational.

## **Main Duties and Responsibilities of the Role**

### Focus on young people

- Establish positive and trusting relationships with individuals and groups of children and young people
- Work directly with children and young people to plan, lead and deliver fun, safe and purposeful sessions which are progressive and reflect the needs of young people
- Confidently manage and facilitate group work with children and young people
- Understand and empathise with the needs of young people and work with them to achieve their potential
- Actively listen to and promote the voice of children and young people to help improve and develop our youth work offer and contribute to wider community development
- Where appropriate, signpost and support attendance and participation in a range of activities in the area, particularly by young people who may not previously have had opportunity to fully participate

### Teamwork

- Establish positive working relationships with others
- Work alongside other team members to provide guidance and support to young leaders, students and volunteers
- Contribute to and shape team development and goal setting
- Establish positive working relationships with a range of relevant partner organisations and stakeholders

### Planning and organising

Recruitment Pack (Feb 2023); Youth Worker (Detached)

- Contribute to session, termly and annual planning to ensure a meaningful and quality youth work programme is supported
- Follow all policies and procedures as required by the organisation including Safeguarding
- Complete monitoring and evaluation information as required, including encouraging feedback from young people taking part in activities

### Communication

- Communicates in an open, professional and positive manner both with team members and our wider network of supporters and partners
- Promote cultural cohesion and inclusion and proactively challenge any prejudice and discrimination
- Seek guidance and support when necessary and ask questions to clarify understanding
- Record information clearly in accordance with procedures and systems

### Continuous Improvement

- Attend regular training and development sessions and events where required
- Maintain knowledge of relevant national and local programmes, initiatives, policies and practices relevant to youth work
- Respond positively to change and embrace revised working methods and new learning
- Look for and suggests ways to improve current working practices, own and team performance

## **Person Specification**

	<b>Essential or Desirable</b>
<b>Experience</b>	
Experience of leading/supporting and working with groups of young people aged 7 – 18yrs (up to 25yrs with additional needs)	Essential
Experience of working with young people from diverse backgrounds and with varying needs	Essential
Experience of Detached Youth Work and/or of working within a Youth Club setting	Desirable
Experience in delivering / facilitating a diverse programme of activities, projects and /or opportunities (for example (but not limited to) sports, arts, dance, drama, social action, enterprise, youth voice)	Essential
Experience of working with young people with additional needs and disabilities	Desirable
<b>Qualifications</b>	
Level 2 Youth Work Qualification or above	Desirable
Additional relevant qualifications or training (e.g. team games, safeguarding, gym instructor, food hygiene)	Desirable
<b>Skills</b>	

Able to work as part of a team and under own initiative	Essential
Able to plan and evaluate programs of activity including production of session plans and evaluations	Essential
Able to communicate effectively with young people, parents, team members and members of the public	Essential
Flexibility and adaptability to deliver work within a framework that promotes inclusion	Essential
Ability to engage and build positive relationships with young people including those currently not engaged and who may need extra time and care to build trust	Essential
Ability to coach, encourage, motivate and provide reliable support to children and young people	Essential
<b>Knowledge</b>	
A passion for and understanding of youth work	Essential
An understanding of the issues affecting young people's lives and knowledge of their needs	Essential
Knowledge of health and safety, diversity awareness and safeguarding (supported by ongoing training and development)	Essential
<b>Other Requirements</b>	
A willingness to work evening and weekend hours	Essential
The ability and willingness to travel to events in the region and beyond	Desirable

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable groups. This post requires us to complete an Enhanced DBS check with a Children's Barred List check.

### More information

For more information on our organisations, please visit our websites;

[Carlisle Youth Zone](#)

[The Rock Youth Project](#)

If after having looked through the information available, you have further questions, please contact either Caroline (CEO at Carlisle Youth Zone) on [caroline@carlisle-youthzone.org](mailto:caroline@carlisle-youthzone.org) or Hannah Gill (Project Manager at The Rock Youth Project) on [hannah@therockyouthproject.co.uk](mailto:hannah@therockyouthproject.co.uk).

### Application information

To apply, complete the application form which is available on the CYZ website (<https://www.carlisle-youthzone.org/about-us/job-vacancies/>) and return it to [personnel@carlisle-youthzone.org](mailto:personnel@carlisle-youthzone.org),

**Application closing date:** we will be reviewing applications on a rolling basis with 9am Monday 6<sup>th</sup> March 2023 as the final closing date.