



**READY TO SUPPORT THE
NEXT GENERATION OF
CARLISLE'S YOUNG PEOPLE?**

**JOIN OUR
TEAM!**

**"I LOVE BEING AT THE YOUTH ZONE – MOSTLY
JUST LIKE BEING ABLE TO TALK TO STAFF AND
TAKE PART IN ACTIVITIES."**

Senior member, 15

"BUT THE STAFF NEVER GAVE UP ON ME, THEY SUPPORTED"

Junior Member, 11

MARCH 2026

CARLISLEYOUTHZONE.ORG

Charity Registration Number: 1134974

Company Registration Number: 07113460

Victoria Place, Carlisle, CA1 1LR

WE ARE CARLISLE YOUTH ZONE

Our vision is for all young people to feel seen, valued and heard.

We deliver this through the power of youth work, giving young people space, voice and time to discover their passion and their purpose.

Carlisle was the first city in the country to establish a Youth Zone; a dedicated, purpose-built and unapologetically top notch space for our cities young people.

From the moment we opened our doors in 2011 right through to the present day, we have delivered on an unprecedented scale. Over the last year alone we have:

reached



3,665

young people
(members)

facilitated



39,505

attendances

delivered



921

sessions

provided



2,420

holiday club
spaces

When the Youth Zone is full with young people, as it is 6 days and nights a week, 52 weeks a year, it becomes an incredible space; bursting with opportunity, fun and curiosity, where highly skilled youth workers get alongside young people on their own terms, building positive and trusted relationships which offer support, challenge and inspiration over the long term.

This combination of people and space creates a place of safety, reassurance and belonging, where young people are free to be themselves; to learn, grow and discover things about themselves and others throughout their childhood. Crucially, we are somewhere safe to go, with trusted adults to talk during times of difficulty or challenge; we show up for young people, reliably and consistently, especially for those who need us the most.

Brand new to the programme for 2026, as well as our consistent centre based offer, we are delivering Digital Youth Work sessions, as well as delivering outreach sessions in Longtown, which will be developed with Young People from the area.

“I JUST GET TO BE MYSELF.”

SENIOR MEMBER (16)

YOUR SPACE. YOUR VOICE. YOUR TIME.



THE OFFER AND VISION OF CYZ

Many Young People value CYZ as their fun, safe place to go outside of school hours. Our mission with and for them is to harness the power of youth work so that young people have space, voice and time to discover their passion and purpose.

We have the benefit of a purpose built facility with a wide range of facilities and resources. Our universal youth offer of 7 Youth Clubs a week, 52 weeks a year, acts as the gateway through which young people can build the trusted relationships with our Youth Workers that when combined with a breadth of activities including arts, music, sports, cooking and enterprise, ensure our programme is educative, expressive, participative, inclusive and empowering.

Complementary to this universal offer is our Targeted Youth Engagement support, delivering a range of focused programmes including Young Carers, LGBTQ+ Youth Committee, Mentoring, Green Social Prescribing and Holiday Activity and Food programmes. As well as the new Digital Youth Work offer and outreach in Longtown. Our programmes consistently achieve measurable impact across confidence, emotional wellbeing, social skills, aspirations, and physical and mental health - generating £17 of social value in terms of young people's wellbeing for every £1 invested.

DURING 2025 TO 2027, WE WILL...



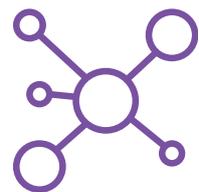
Deliver a dynamic, fun and contemporary youth work offer which, alongside trusted partners, engages a diverse and growing membership of young people.



To be a beacon of rights-based Youth Participatory Practice and Leadership within CYZ, and in the networks and platforms we hold space in.



Advance our commitment to inclusion, proactively prioritising opportunities and action with young people experiencing the impacts of poverty, discrimination, marginalisation, and/or injustice.



Establish CYZ as a safe and welcoming hub of opportunity and support for young people, uniting a community of services who share our values and vision.

VACANCY DETAILS

Carlisle Youth Zone has over 3000 individual Young People attending every year, and they are all unique in personalities and interests. Each one of them deserves the best.

100% of our team say they feel proud to work for CYZ!

We recognise that the strength of CYZ (and the OnSide network of Youth Zones) is the diversity of our people, and we are actively promoting and advancing diversity and inclusion within our team. It is important to us that we achieve a culture where everyone can be themselves and thrive.

We are currently recruiting for the following positions:

YOUTH WORKERS

*Part time: Contracted hours and bank work available).
£12.60 per hour (at March 2026, to be increased from April 2026)*

Young People's interests change and update all the time, and it's important that as a Youth Work Team, we adapt also. Current interests of Young People attending CYZ include; cooking, gaming, sports, arts and crafts.

Youth Workers are at the heart of the Youth Zone and provide a real opportunity to connect with Young People, connect as a Team and help all young people feel seen, valued and heard.

We are also looking for Youth Workers to join our Digital Youth Provision, where Young People will meet online. If you had a specific gaming focus this would be beneficial, but not essential for this session. Although this work is digital, you will deliver this from the CYZ building.

**“ I am able to speak to people now
and my confidence has improved.**

- Regular member



CYZ AS AN EMPLOYER

Alongside being able to make a difference, there are a range of other benefits as being part of Team CYZ:

Holidays: 25 days plus 8 bank holidays (pro-rata)

Pension: eligible to join the CYZ NEST Pension Scheme (with 6% employer contribution where applicable)

Learning and Development: team development days, menu of training course, qualifications PLUS support via the OnSide Talent Academy

Wellbeing: employee support including Medicash Assistance Programme and access to CYZ gym and fitness facilities (when not in use by young people)

Family: discounted holiday club spaces for children and close family members



ORGANISATION
CHAMPION 2024

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**100% OF OUR TEAM SAY THEY FEEL PROUD
TO WORK FOR CYZ!**



We are proud to work as 'one team' at CYZ, meaning that no matter what your role, we work together, through our values, to make a direct positive difference to young people's lives and our wider community.

OUR VALUES

**YOUNG PEOPLE FIRST
AMBITION
COLLABORATION
RESPECT**

READY TO JOIN US?



Alongside this pack, are specific **Role Specifications** which outline the knowledge, skills and experience we are looking for.

Please read them carefully and submit a supporting statement (no more than 1 side of A4) alongside your CV, showing how you meet the requirements. We recognise that some people may prefer to apply using a different format (portfolio, video etc), and if that's the case for you, please get in touch to discuss.

Application deadline: Please check each vacancy for individual closing dates. We encourage you to get in touch with us as soon as you are ready as we are actively recruiting to the roles now.

Submit to: personnel@carlisle-youthzone.org

If you need more or different information to support your application, please do reach out, we would be very happy to hear from you.

“THE STAFF KNOW ME QUITE WELL AND RESPOND WELL TO ME WHEN I NEED HELP. I FEEL LIKE I CAN SPEAK TO STAFF EASILY IF I NEED TO.”

Senior member