

# CARLISLE YOUTH ZONE RECRUITMENT PACK

MAY 2026



An **OnSide** Youth Zone

As a local youth charity who is proudly part of the national OnSide Youth Zone network, we believe all young people should feel seen, valued and heard.

We are on a mission to be a leading example of the power of youth work, so young people have space, voice and time to discover their passion and their purpose.

*"I've gained independence, freedom,  
and a belief in myself"*

Senior Youth Club Member

## READY TO JOIN OUR TEAM?

Come and be part of supporting the next generation of Carlisle's young people!

**CARLISLEYOUTHZONE.ORG**

Charity Registration Number: 1134974

Company Registration Number: 07113460

Victoria Place, Carlisle, CA1 1LR

# WHO WE ARE

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

When here, young people can access a gym, cafe, astro pitches, sports hall, arts area, climbing wall, dance and drama room, project space, music room, sensory room, training kitchen, chill out spaces and gaming...all for just 50p per visit. But CYZ is more than an amazing space. With trained and dedicated youth workers on hand and a mantra of 'no child missed', we are a place to belong.

That's why hundreds of young people choose to come here every week. 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**



**3,046**

young people  
(members)

**facilitated**



**35,125**

attendances

**delivered**



**862**

sessions

**provided**



**2,280**

holiday club  
spaces

Whether accessing one of our 8 universal Youth Clubs a week or a targeted youth programme such as Young Leaders, mentoring or Girls Group, our diverse youth work programme responds to young people and meets them where they are at. Open 6 days and nights a week, 52 weeks a year, we get alongside young people in the here and now, and, stick with them over the long term.

**“I JUST GET TO BE MYSELF HERE”**

Senior Youth Club Member

As a charity, we have to raise every pound needed to keep our doors open and secure enough Youth Worker time to support the volume of young people walking through them. With thanks to a wide range of supports, including businesses, grants and trusts and individual fundraisers, an incredible amount has been achieved over the last 15 years, and we are committed to securing even more support so we can deliver even better things for the next generation.

YOUR SPACE. YOUR VOICE. YOUR TIME.

# OUR MISSION MATTERS

Because childhood matters. It should be a time to discover, grow, learn, challenge and have fun. And, be a time to lay the foundations for future health, wellbeing, citizenship, education and employment.

But growing up today feels tough for many, with young people experiencing

- higher levels of loneliness and worsening mental health
- increasing social media pressures
- barriers to access opportunities and support
- worries about food insecurity and money to live

**That's where Carlisle Youth Zone comes in.**

A whole generation of young people have already benefited from CYZ, with strong evidence showing that for those attending...



**Aspirations**  
are up



**Confidence**  
has grown



**Social Skills**  
are developed



**Health**  
is improved

As we embrace our own teenage years, marking 15 years open in 2026, we are working to deliver an ambitious #TeenCYZ strategy.

## WORKING TOWARDS 2027, WE WILL...



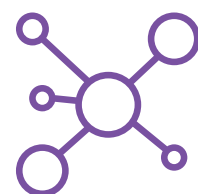
Deliver a dynamic, fun and contemporary youth work offer alongside trusted partners, engaging a diverse and growing membership of young people.



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



Be a beacon of rights-based Youth Participatory Practice and use our platform and networks to support young people to be heard.



Establish CYZ as a safe and welcoming hub of opportunity and support with our community and partners.



## JOINING OUR TEAM

Nothing would be possible at CYZ without our dedicated, diverse and talented team. Every role is valued and every contribution recognised. We complete staff pulse surveys 3 times a year, with our most recent survey (March 2026) highlighting that 100% of staff say they enjoy their work at CYZ and feel proud to be part of the organisation.

Alongside the specific pay criteria outlined on each job description, CYZ offers employees:

**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, access to a range of training courses, support to pursue qualifications, PLUS support via the national 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

## OUR VALUES

Our values underpin all our work with young people and shape how we work together as a team and with our partners. Each term, team members nominate one another for recognition in our 'Team Values Awards', recognising those who have demonstrated the very best of our values over the last term.

**YOUNG PEOPLE FIRST**  
**AMBITION**  
**COLLABORATION**  
**RESPECT**  
**EXCELLENCE**



DIVERSE CUMBRIA AWARDS 2024  
ORGANISATION CHAMPION  
WINNER



ELITE AWARDS 2026  
HEART OF GOLD CATEGORY  
CHARITY OF THE YEAR

# 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 of the role. 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](mailto: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