



- Job Title:** Gym Instructor – Youth Worker
- Salary:** £11.98 - £12.72 (depending on experience)
- Location:** Across BLGC sites
- Reports to:** Sports Development Manager
- Contract:** Casual
- Hours:** Ad hoc hours in the daytime and some evenings/weekend hours

## The Charity

Bolton Lads & Girls Club (BLGC) is an innovative, dynamic and progressive children and young people's charity based in Bolton. Established in 1889, our mission statement is "to enable children and young people, especially those from disadvantaged backgrounds, to live happier, healthier and positive lives by providing somewhere to go that's safe and modern, something to do that is inspiring and engaging, and someone to talk to when they need it the most".

Open 51 weeks of the year, we provide a vast array of opportunities to improve the lives of our 4,000 active members through universal and targeted services. We employ around 100 people and have the support and commitment of 100 volunteers. Over the last few years we have seen the demand for our services increase significantly and we've set ourselves a target to help more young people than ever. We have recently re-opened our main centre in the heart of Bolton following a major £2.6m refurbishment. It's an exciting time to join BLGC!

## Our Vision and Mission

### Vision

Every young person in Bolton has the opportunity to be the best they can be.

### Mission

We will provide great places to go, positive things to do, and people that care.

### Our Key Principles

- Keep things simple.
- Always do the right thing.
- Offer excellent customer service.
- Provide an environment for people to be the best they can be.
- Be exceptional in the moments that matter.

BLGC Enriching Young Lives

Infinity 18 Spa Road Bolton BL1 4AG

01204 540100 | [info@blgc.co.uk](mailto:info@blgc.co.uk) | [blgc.co.uk](http://blgc.co.uk)

Registered Charity No: 1051292



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## Our Values

### Driven

We don't give up and we do whatever it takes.

### Empowering

We enable people to be the best they can be.

### Fun

If you enjoy what you do, you do it better! Work is serious and we do it with a smile on our face.

### Caring

Genuine people who care make the difference.

### Excellence

We aim to deliver the highest standards of service and continuously improve through robust quality assurance and innovation.

## About the role

Youth work supports a young person's personal, social and educational development. We use youth work to explore their values and beliefs, to enable them to develop their voice and place in society, and to learn skills that help them to realise their full potential. You will be delivering a range of exciting programmes to young people that will challenge, stimulate and provide new opportunities. You will manage the gym during sessions and supervise young people using a range of equipment. You will also establish positive relationships with young people; challenging, supporting and encouraging them as they develop.

## Main Responsibilities:

- To work directly with children and young people aged 8-19 years old (25 with a disability) to lead and deliver safe and structured gym and fitness sessions within BLGC.
- To confidently manage the fitness suite during sessions, including conducting gym inductions and supervising children and young people using the range of fitness suite equipment safely.
- To confidently manage and establish positive relationships with groups of children and young people.
- To work flexibly to ensure the needs of young people are met, including young people and those with disabilities or additional needs.
- To ensure that young people maintain a high standard of behaviour and discipline during sessions.
- Effectively communicate at all levels.
- Be able to work on own initiative including being flexible to meet the needs of children and young people.

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- Promote cultural cohesion and inclusion, and proactively challenge any prejudice and discrimination.
- To have responsibility for promoting and safeguarding the welfare of children and young people at all times.
- To monitor, record and evaluate sessions in accordance with BLGC's systems.
- To be an active member of the team and deliver a focused, measurable contribution operating in line with BLGC's vision and values.
- Always seek to continuously improve so that the highest quality standards are achieved.
- Participate positively in internal/external meetings and training as required.
- Ensure that all relevant policies, procedures and working practices are adhered to at all times.
- Work in accordance with BLGC's vision and values.
- Act as a positive ambassador for BLGC at all times.
- Be flexible and willing to undertake any other duties that may be reasonably be required.

### Person Specification:

Applicants should be able to demonstrate that they can meeting the following:

Selection Criteria A=Application / I=Interview	Essential or Desirable	Method of Assessment A/I
<b>Education &amp; Qualifications</b>		
Nationally recognised Gym Instructor or Fitness Instructor Qualification Level 2 or above. These include: Level 2 certificate in Fitness instructing Level 2 Diploma in instructing exercise and fitness Level 3 Diploma in Fitness instructing and personal training	E	A/I
Level 1 or 2 Youth Work Qualification	D	A/I
<b>Experience</b>		
Practical experience of working or volunteering in a gym, delivering gym and fitness sessions	E	A/I
Experience of leading and working with groups of children 8- 12 and / or young people aged 13-19	D	A/I
Experience of completing monitoring and administration processes	E	I
Experience of working with children and young people with additional needs and disabilities	D	I
Experience of working in a team and alongside volunteers	E	A/I
<b>Skills and Knowledge</b>		
Skills, knowledge and confidence to induct children and young people around the gym	E	I

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Able to plan and supervise workouts, fitness sessions and circuit sessions	E	I
Able to work as part of a team	E	A/I
Able to plan and evaluate programs of activity including production of session plans and program reports	E	A/I
Able to work under own initiative	E	A/I
Able to communicate effectively with children and young people, parents, team members and members of the public	E	A/I
Able to deliver activities within an equal opportunities framework	E	A/I
Knowledge of health and safety, diversity awareness and safeguarding best practice and how these relate to children and young people	E	A/I
Strong commitment to children and young people and ability to engage and build positive relationships with all young people including disengaged and disadvantaged young people	E	A/I
Ability to coach, encourage, motivate and provide reliable support to children and young people	E	A/I
Confident in managing a group of children and young people, especially those with challenging behavior	E	A/I
Ability to identify and challenge discrimination and discriminatory behaviour, taking appropriate action as necessary	E	A/I
<b>Personal Attributes</b>		
Positive and enthusiastic	E	A/I
Punctual and reliable	E	A/I
Commitment to personal and professional development	E	I
Able to work in the evenings and at weekends	E	I

### Are you interested in joining the team?

To apply please download our application form from the vacancies section on our website <https://www.blgc.co.uk/get-involved/jobs/>

In addition, please provide the following information:

- Confirmation you are eligible to work in the UK (the successful candidate will be required to provide documentary evidence before a job offer is confirmed);
- Any reasonable adjustments we can make to assist you in your application for the selection process.
- In accordance with our Child Protection and Safeguarding procedures, this position requires an Enhanced DBS

Please note that CVs will not be considered.

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### Why join Team BLGC?

BLGC is a great place to work, we work hard, but we have fun! We change and save the lives of thousands upon thousands of children, young people and families. In addition, we also offer the following:

- Flexible working opportunities
- Generous leave benefits
- Health Care Plan
- Contributory pension scheme
- On site gym
- Birthday leave
- Enhanced Compassionate Leave
- Enhanced Maternity Pay

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