



- Job Title:** Youth Worker
- Salary:** £10.90 - £12.72 per hour (depending on experience)
- Location:** BLGC sites
- Reports to:** Play, Youth and Inclusion Manager
- Contract:** Permanent
- Hours:** Part Time (Evenings and weekends)

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.

BLGC Enriching Young Lives
Infinity 18 Spa Road Bolton BL1 4AG
01204 540100 | info@blgc.co.uk | blgc.co.uk

Registered Charity No: 1051292



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- Offer excellent customer service.
- Provide an environment for people to be the best they can be.
- Be exceptional in the moments that matter.

Our Values

Driven

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

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

Excellence

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

About the role

You will need to be passionate about giving young people opportunities in a safe but sometimes challenging space. Have a strong belief that young people are able to thrive through developing relationships with people who really care about them. You be energised and thrive by working directly with children and young people and offering support and guidance through issue based work and projects. You will be able to work as a team, in a fast-paced environment to enable young people to achieve, have a sense of belonging, improve their general wellbeing and self-esteem.

Duties and Responsibilities

- To establish positive relationships with children and young people
- To work with children and young people in small and large groups
- To promote a nurturing environment in which young people can develop
- To work flexibly to ensure the needs of young people are met, including children and young people who come from disadvantaged backgrounds and those with disabilities or additional needs.
- To encourage and maintain positive behaviour during sessions.
- To promote cultural cohesion and inclusion, and proactively challenge any

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prejudice and discrimination.

- Ensure the participation of young people in activities and their ideas contribute fully in the delivery and evaluation of activities.
- To promote and safeguard the welfare of children and young people at all times.
- To deliver a projects that cover issue-based work such as drugs and alcohol, sexual health, discrimination, citizenship, emotional and physical health wellbeing.
- To take a creative and enthusiastic approach to working with young people.
- To promote a positive image of BLGC through your work with young people.
- To report any behaviour, conversations or comments which are inappropriate within a setting for children and young people.
- To ensure any volunteer that you come into contact with is made to feel an integral part of the BLGC Family.
- To participate in continued professional development
- To understand and adhere to BLGC policies and procedures at all times with particular emphasis on equal opportunities, health and safety and safeguarding.
- To undertake any other work requested by your line manager.

Person Specification:

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

Selection Criteria A=Application / I=Interview	Essential or Desirable	Method of Assessment A/I
Qualifications		
A JNC recognised professional youth work qualification	D	A
A relevant degree in Youth and community work or its equivalent	D	A
Skills		
Strong commitment to young people and ability to engage and build positive relationships with disengaged young people.	E	A/I
Ability to establish good professional relationships with young people and adults.	E	A/I
Patience, tolerance and flexibility.	E	A/I
Ability to implement high quality issue based youth work programmes for young people.	E	A/I
Ability to identify and challenge discrimination and discriminatory behaviour, taking appropriate action as necessary.	E	A/I
Good organisational and planning skills.	E	A/I
Ability to adapt and change working styles based on the young people's wants and needs	D	A/I
Experience		
Working with young people ages 13-19 both in groups and individually.	E	A/I
Demonstrable experience of supporting young people who are disaffected, underachieving and or have social/emotional barriers to participation.	D	A/I
Residential work with young people.	D	A/I
Organising and programming of youth work activities.	D	A/I
Knowledge		
Understanding of national and local initiatives which influence provision of youth work to young people.	D	I
Delivery of youth work within equal opportunities framework.	D	I
Understanding of issues affecting young people's lives.	E	I



Demonstrable knowledge of Health and Safety, Diversity Awareness and Safeguarding best practice and how these relate to young people and staff within the Youth Club.	E	A/I
Personal Qualities		
Creativity and enthusiasm.	E	I
Emotionally resilient	E	I
Flexible approach to working	E	I

In addition, we will need the following:

- 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.

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

