



- Job Title:** Gym Instructor
- Salary:** £14.17 – 15.97 per hour
- Location:** BLGC sites
- Reports to:** Play, Youth & Inclusion Manager
- Contract:** Casual
- Hours:** Flexible, part-time hours (evenings and weekends)

The Charity

Bolton Lads and Girls Club (BLGC) is a community-based charity driven by a mission to ensure that every child and young person in Bolton has ‘the best possible start in life, so that they have every chance to achieve their aspirations, succeed and be happy’ (Bolton Vision 2030). BLGC provides innovative and accessible services, to enable children and young people to do what they want, where they want, in an inclusive and integrated environment.

We support children and young people and families, especially those from disadvantaged backgrounds, to live happier, healthier and safer lives. Each year we support around 4,000 individuals through our services across Bolton and the surrounding area, and through our outreach in schools and community settings.

Our offer includes: A Universal Youth Provision providing diverse youth club activities, sports, multi-media, social interaction and arts; a Targeted Youth Service providing critical support to some of our most vulnerable children and young people and families in the community; a Football facility that provides fundamental football skills and emphasises the importance of inclusivity and teamwork; an Education provision providing an alternative curriculum for children and young people who benefit from creative and practical approaches to learning in a supportive and nurturing environment.

In 2024 BLGC became a certified Great Place to work.

Our Vision and Mission

Vision

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

BLGC Enriching Young Lives

Infinity 18 Spa Road Bolton BL1 4AG

01204 540100 | info@blgc.co.uk | blgc.co.uk

Registered Charity No: 1051292



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.

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

Are you a passionate and motivated **Gym Instructor**? You will deliver inclusive and engaging fitness sessions in our gym and wider facilities. This includes supporting **open gym floor sessions, group classes, fitness circuits, and wellbeing-focused classes** such as **Box-Fit, yoga, Pilates, and HIT**. You will enjoy inspiring young people and adults to improve their health and wellbeing in a supportive and energetic environment. Whether you're a recent graduate in sports, sports science, or an experienced instructor, this position offers an exciting opportunity to make a positive impact. You must be available to work flexibly on a casual basis, including evenings and weekends.

Key Duties and Responsibilities

- Deliver safe, effective, and engaging gym-based and studio sessions for a range of ages and abilities.
- Lead and support a variety of classes including Box-Fit, Yoga, Pilates, HIIT, and circuit training.

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- Supervise young people and adult members during open gym sessions, offering guidance and support.
- Work flexibly to ensure the needs of young people are met, including children and young people and those with disabilities or additional needs.
- Provide informal fitness advice and help members use equipment correctly.
- Establish positive and professional relationships with members.
- Ensure the gym environment is inclusive, motivational, and respectful at all times.
- Promote positive behaviours and encourage healthy lifestyle choices.
- Maintain cleanliness, organisation, and safety of gym equipment and studio spaces.
- Uphold the values and positive image of BLGC in all interactions with members, colleagues, and visitors.
- Understand and implement BLGC policies, especially around safeguarding and health & safety.
- Report any incidents or safeguarding concerns in line with BLGC policy.
- Support the wider play, youth and sport team with other tasks as required by your line manager.

Person Specification

Selection Criteria A=Application / I=Interview	Essential ✓	Desirable ✓	Method of Assessment ✓
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Qualifications			
A recognised professional youth work qualification		✓	A
Minimum of a Level 2 Gym Instructor Qualification	✓		A/I
Additional qualification in specialist areas e.g. nutrition, First Aid, Sports Coaching		✓	A/I
Skills and Experience			
Minimum of 2 year experience of working delivering gym sessions or classes with young people ages 8-19.	✓		A/I
Experience delivering fitness classes (e.g., HIIT, Circuits, Box-Fit)	✓		A/I
Experience delivering holistic wellbeing sessions (e.g., Yoga, Pilates)		✓	A/I
Ability to adapt sessions to meet a wide range of fitness levels and needs including SEND and disadvantaged young people	✓		A/I

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Experience of effectively managing children and young people exhibiting behaviors of concern		✓	I
Ability to establish good professional relationships with young people and adults.	✓		I
Knowledge			
Understanding the issues affecting young peoples lives.	✓		A/I
Demonstrable knowledge of Health and Equality, Diversity and Inclusion (EDI) and Safeguarding best practice and how these relate to young people and staff within the Youth Club.		✓	A/I
Understanding on how to adjust fitness programs to suit varying needs of children and young people			
Personal Qualities			
Confident, motivated and enthusiastic, with a positive 'can do' attitude	✓		I
Consistently delivers sessions to a high standard and maintains a professional attitude.	✓		I
Flexible approach to working including evenings and weekends	✓		I
A self-starter, able and willing to embrace projects and opportunities and work independently	✓		I
Committed to a culture of continuous improvement	✓		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
- Contributory pension scheme
- On site gym
- Birthday leave
- Enhanced Compassionate Leave

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- Enhanced Maternity Pay

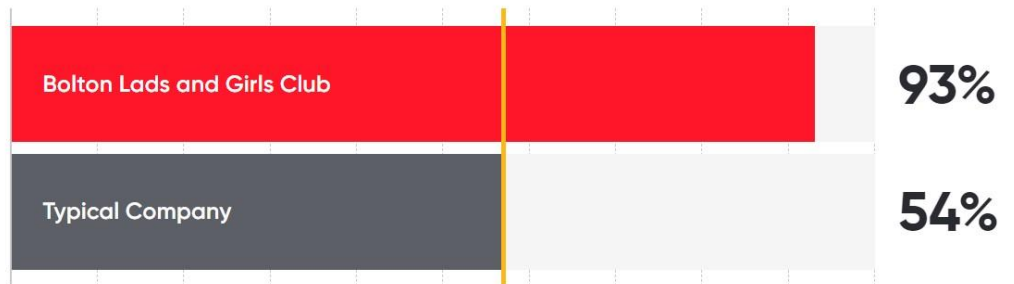
In 2024 Great Place To Work® recognised Bolton Lads and Girls Club on the following Best Workplaces Lists.



Company Culture at Bolton Lads and Girls Club

The employee experience below at Bolton Lads and Girls Club, compared to a typical company.

93% of employees at **Bolton Lads and Girls Club** say it is a great place to work*, compared to **54%** of employees at a typical **UK based company**.



*Responses to the statement "Taking everything into account, I would say this is a great place to work." vs. a typical UK company.