



Job Title:	Youth Worker
Salary:	£12.84 - £13.89 per hour
Location:	BLGC sites
Reports to:	Play, Youth and Inclusion Manager
Contract:	Permanent and casual
Hours:	Evenings and weekends and casual work available

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 4,500 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

BLGC Enriching Young Lives

Infinity 18 Spa Road Bolton BL1 4AG

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

Registered Charity No: 1051292





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.

Our Values

Driven

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

Caring

Genuine people who care make the difference.

Empowering

We enable people to be the best they can be.

Excellence

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

Fun

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

About the role

If you believe in young people and are passionate about giving young people opportunities in a safe but sometimes challenging space, this is the role for you. You will have a strong belief that young people are able to thrive through developing relationships with people who really care about them. You will 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 and improve their general well-being and self-esteem.

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Main Responsibilities

- Engage young people and establish positive relationships.
- Lead group work, large and small groups.
- Promote a nurturing environment in which young people can develop.
- 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.
- Encourage positive behaviour and challenge concerning behaviour.
- Promote cultural cohesion and inclusion and proactively challenge any prejudice and discrimination.
- Consult with young people on activities and ensure their views, wishes and ideas are taken seriously and acted on, when possible and feedback when not.
- Promote and safeguard the welfare of children and young people at all times.
- Deliver projects that cover issue-based work such as drugs and alcohol, sexual health, discrimination, citizenship, emotional and physical health wellbeing.
- Deliver a broad curriculum of youth work that encourages young people to explore more about themselves and who they are.
- Plan, deliver, review and evaluate projects and activities.
- Act as a mentor and guide for youth support workers and young leaders.
- Promote a positive image of BLGC and be a role model through your work with young people.
- Report any behaviour, conversations or comments which are inappropriate within a setting for children and young people.
- Ensure any volunteer that you encounter is made to feel an integral part of the BLGC Family.
- Participate in continued professional development.
- Understand and adhere to BLGC policies and procedures at all times, with particular emphasis on equal opportunities, health and safety and safeguarding.
- Undertake any other work requested by your line manager.

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Person Specification

Selection Criteria A=Application / I=Interview	Essential ✓	Desirable ✓	Method of Assessment ✓
Qualifications			
A JNC recognised professional youth work qualification		✓	A
A relevant degree in Youth and community work or its equivalent		✓	A
Experience			
Minimum of two years' experience of working with young people ages 13-19 in both groups and individually.	✓		A
Strong commitment to young people and ability to engage and build positive relationships with young people.	✓		A/I
Ability to work as a team but also independently to run activities with groups of young people	✓		A/I
Able to adapt and change working styles based on the young people's wants and needs	✓		A/I
Experience of Leading and delivering projects in line with set deadlines and reviewing them		✓	A/I
Experience of effectively responding to young people exhibiting behaviors of concern	✓		I
Ability to implement high quality issue-based youth work programs for young people.	✓		I
Knowledge and Skills			
Understanding of issues that impact young people's lives	✓		A/I
Delivery of youth work within EDI framework.	✓		I
Demonstrable knowledge of Health and Safety and assessing risk	✓		A/I
Working knowledge of Safeguarding practice	✓		
Understand the impact of trauma and adverse childhood experiences of children and young people	✓		A/I
Working knowledge of youth participation and the Lundy model		✓	A
Personal Qualities			
Creative, positive and enthusiastic	✓		I
Emotionally resilient	✓		I
Flexible approach to working evenings and weekends	✓		I
A team player	✓		I
Good planning and organisational skills and flexibility to adapt to circumstances	✓		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
- Enhanced Maternity Pay

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



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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.

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