



Job Title:	Children & Young Persons Engagement Worker
Salary:	£12.84 - £13.89 per hour
Location:	BLGC sites
Reports to:	Play, Youth and Inclusion Manager
Contract:	Permanent and casual
Hours:	Various

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 and a Football facility that provides fundamental football skills and emphasises the importance of inclusivity and teamwork.

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.

Mission

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

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 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.

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

As a Children & Young Persons Engagement Worker you will be experienced and confident in building a rapport with young people and build longer-term trusted relationships. You will relish the opportunity to provide activities and support youth programmes that help young people to develop, learn and grow. 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 able to work as a team, in a fast-paced, busy environment during the evenings. You will relish having the space to be creative and resourceful to enable young people to achieve, have a sense of belonging and improve their general well-being.

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

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people who come from disadvantaged backgrounds and those with disabilities or additional needs.

- Encourage positive behaviour and challenge concerning behaviour.
- Have difficult and hard conversations and guide young people.
- 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 activity 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.

Person Specification

Selection Criteria A=Application / I=Interview	Essential ✓	Desirable ✓	Method of Assessment ✓
Qualifications			
A relevant degree in Youth and community work or its equivalent		✓	A
Experience			
Minimum of one full years' experience of working with children and young people.	✓		A
Evidence of a commitment to young people and ability to engage and build positive relationships with young people.	✓		A/I
Experience of adapting and changing working styles based on the young people's views and needs		✓	A/I

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Experience of effectively responding to young people exhibiting behaviors of concern	✓		A/I
Experience of leading youth focused activities	✓		A/I
Knowledge			
Understanding of issues that impact young people's lives	✓		A/I
Knowledge of equality, diversity and inclusion	✓		A/I
Demonstrable knowledge of Health and Safety and assessing risk	✓		A/I
Knowledge of safeguarding practice	✓		A/I
Awareness of youth participation and youth voice		✓	A
Skills and Abilities			
Understand the impact of trauma and adverse childhood experiences of children and young people		✓	A/I
Able to engage young people in meaningful conversation and build trust	✓		A/I
Able to have difficult conversations with young people	✓		A/I
Special Requirements			
A willingness to cover events, holidays and staff absences in the evenings and weekends.	✓		A/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

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- Enhanced Compassionate Leave
- 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.

