



Job Title:	Sports Worker
Salary:	£13.36 - £14.45 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



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Network





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 Sports Worker you will be confident in building positive relationships with children and young people through sport and physical activity. You will relish the opportunity to deliver engaging sports sessions and programmes that encourage young people to develop confidence, teamwork and resilience. You will have a strong belief in the power of sport to inspire, motivate and create opportunities for young people to thrive.

You will be able to work as part of a team in a fast-paced, energetic environment, often during evenings, weekends and school holidays. You will enjoy being creative and adaptable in planning activities that are inclusive, fun and accessible to all abilities. You will be passionate about helping young people achieve their potential, develop a sense of belonging and improve their physical and emotional well-being through sport and positive engagement.

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Main Responsibilities

- Engage young people through sport and physical activity, establishing positive and trusted relationships.
- Lead and deliver sports sessions and group activities for both large and small groups.
- Promote a safe, nurturing and inclusive environment where young people can develop confidence, teamwork and resilience.
- Work flexibly to ensure the needs of all young people are met, including those from disadvantaged backgrounds and those with disabilities or additional needs.
- Encourage positive behaviour, teamwork and respect, while appropriately challenging concerning behaviour.
- Be confident in having difficult conversations and supporting young people with guidance and encouragement.
- Promote cultural cohesion, equality and inclusion through sport, proactively challenging prejudice and discrimination.
- Consult with young people on activities, sports programmes and events, ensuring their ideas and feedback are valued and acted upon where possible.
- Promote and safeguard the welfare of children and young people at all times.
- Deliver a broad programme of sports activities that encourage young people to develop physically, socially and emotionally.
- Act as a positive role model for young leaders and volunteers
- Participate in continued professional development and training opportunities.
- Understand and adhere to BLGC policies and procedures at all times, with particular emphasis on safeguarding, equality, health and safety.
- Undertake any other duties requested by your line manager.

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Person Specification

Selection Criteria A=Application / I=Interview	Essential ✓	Desirable ✓	Method of Assessment ✓
Qualifications			
A relevant degree in Sports and community work or its equivalent		✓	A
Experience			
Minimum of one full years' experience delivering sports or physical activity programmes for young people aged 8-19.	✓		A
Evidence of a commitment to young people and ability to engage and build positive relationships with young people.	✓		A/I
Experience of delivering sports projects or community initiatives		✓	A/I
Experience of managing group behaviour and responding appropriately to challenging situations		✓	A/I
Experience of promoting inclusive environments i.e. SEND, Girls Only	✓		A/I
Knowledge			
Understanding of the role of sport and physical activity in promoting health, wellbeing, and youth development		✓	A/I
Understanding the challenges faced by young people and issues facing their lives.	✓		A/I
Knowledge of equality, diversity and inclusion	✓		A/I
Understand the impact of trauma and adverse childhood experiences of children and young people		✓	A
Working knowledge of safeguarding, risk assessment, and inclusive practice.	✓		A/I
Skills and Abilities			
Ability to lead good quality sports sessions		✓	A/I
Able to assess and manage risks to ensure safe working environment	✓		A/I
Ability to motivate and engage young people in sporting activities	✓		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:

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- 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.