## Role Profile

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| **Job title** | Youth Worker, Arts Team | **Salary:** | upto 9.00 per hour depending on experience |
| **Reporting to:** | Arts Co-ordinator/ Youth Work Lead | **Holidays:** | 33 days including bank holidays (pro-rota) |
| **Location:** | Wirral Youth Zone | **Hours:** | Predominantly evenings and weekends including a Friday and Saturday evening. |
| **Key Relationships:** | Youth Zone staff, young people, parents, and local partners |

**Job Purpose:**

The Arts, alongside sport and Youth Work, is at the heart of The Hive’s offer to young people. The Arts offer in The Hive is wide ranging and include visual arts, music, media, dance and drama. As a member of The Hive’s arts team you will be key in ensuring young people have access to an exciting and creative arts programme people that will be challenging, stimulating, fun, engaging and developmental. You will be involved in teaching the fundamentals of a single or range of arts activities in line with your own specialism, enabling young people to explore their creativity and grow their skills.

**Context of the post:**

Youth Zones are amazing places: accessible, vibrant, welcoming, and fun and caring are just some of the words used by young people to describe their Youth Zone. Wirral Youth Zone, “The Hive”, which opened in April 2017 is no different. Youth Zones are for young people aged 8 to 19, and up to 25 for young people with additional needs. Wirral Youth Zone is part of the growing OnSide network alongside Bolton, Blackburn, Manchester, Oldham, Carlisle, Wigan, and Wolverhampton.

Wirral Youth Zone is centrally located, dedicated to young people, and makes a bold statement about the importance of giving young people high quality places to go in their leisure time and has big ambitions to be a flagship for quality youth provision. Open 7 days a week, at weekends and during school holidays, the Youth Zone’s purpose is to help young people grow to be happy, healthy, and successful adults. The state-of-the-art £6 million building will provide young people with access to a range of activities, all offering young people the opportunity to try new things, meet new friends and gain support from friendly, warm, and positive staff and volunteers. The facilities include a 3G pitch, a gym, sports hall and recreation area, and dance, arts, music and media suites.

We are looking for a passionate and dedicated Artist to work alongside our Artist-in-Residence to deliver an exciting and comprehensive programme. To complement our existing offer, we are particularly interested in receiving applications from specialists in the following areas:

* Textiles
* Fashion
* Costume design

**Values and Aspiration**

The young people’s chosen name “The HIVE” represents the aspirations and values that young people feel the Youth Zone should stand for. The Youth Zone will be a ‘hive’ of activity, adventure and fun for all young people where they can try new experiences and learn new skills. The Hive will be a place where young people can reach their full potential, grow their dreams and achieve their goals. They want it to be a safe and supportive community for young people to belong and be themselves.

We are looking for someone who can deliver on the young people’s aspirations and who:

* Is a positive role model for young people who believes and recognises young people’s potential
* Has positive and “can do” attitude
* Takes responsibility for their own actions
* Is committed to a culture of continuous improvement and subscribes to a “tonight’s better than last night” philosophy
* Is willing to go the extra mile to ensure great provision for young people

**Duties and Responsibilities – General**

* Work within the performance framework of Wirral Youth Zone and OnSide
* Represent Wirral Youth Zone positively and effectively in all dealings with internal colleagues, and external partners
* To be alert to issues of safeguarding and child protection, ensuring the welfare and safety of Youth Zone members is promoted and safeguarded, and to report any child protection concerns to the designated Child Protection Officers using the safeguarding policies, procedures and practice (training to be provided)
* To assist with any promotional activities and visits that take place at the Youth Zone
* To actively promote the Youth Zone and positively contribute towards increasing Youth Zone membership
* To adhere to Wirral Youth Zone policies at all times, with particular reference to Health and Safety, Safeguarding and Equal Opportunities

**Duties and Responsibilities - Detailed**

* To work directly with children and young people to plan, lead and deliver safe, fun and structured arts sessions within the Youth Zone which are progressive and reflect the needs of young people
* To contribute to an arts programme that is high quality and meets the needs of the young people, including young people with additional needs and disabilities and young people who typically don’t engage in arts
* To support an arts programme that contributes to the wider youth work agenda, supporting the development of young people
* To confidently manage and establish positive relationships with groups of children and young people with children and young people
* To complete all monitoring information required for impact measures, to encourage feedback from young people taking part in activities, and share this with the staff team regularly
* To work with young people from a range of backgrounds and with a range of needs.
* Effectively communicate at all levels, orally and in writing
* To work alongside other team members and provide guidance and support to young leaders and volunteers
* To undertake attend regular training and development sessions and events where required
* To deliver leadership awards to young people and co-ordinate volunteering opportunities in arts activities
* To contribute towards the Youth Zones programme of arts events, performances and exhibitions
* To encourage attendance and participation in arts activities, particularly by young people who do not usually participate in art
* To assist in identifying talented young people and encouraging further development via a number of different opportunities.
* To maintain current knowledge of relevant National Governing Body programmes, local and national arts initiatives policies and practices
* To promote cultural cohesion and inclusion and proactively challenge any prejudice and discrimination
* Carry out any other reasonable duties as requested by management

**Special Requirements**

* This post is exempted under the Rehabilitation of Offenders Act 1974 and as such appointment to this post will be conditional upon the receipt of a satisfactory response to a check of police records via Disclosure and Barring Service (DBS)
* A willingness to work unsocial hours during evenings and weekends is required
* The ability and willingness to travel to events in the region and beyond
* Ability to identify and challenge discrimination and discriminatory behaviour, taking appropriate action as necessary

**Person Specification**

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| **Selection Criteria\***A = Application Form I = Interview T = Test/Personality Profile | **Essential or Desirable** | **Method of Assessment** |
| **Experience** |
| Experience of leading and working with groups of young people aged 8-12 and/or aged 13-19 (up to 25 with a disability) | Essential | A & I |
| Experience of working with young people from diverse backgrounds and with challenging needs | Essential | A & I |
| Experience of delivering a wide range of arts sessions | Essential | A & I |
| Experience of delivering events / displays and performances | Desirable | A & I |
| Experience of working with young people with additional needs and disabilities | Desirable | A & I |
| Experience of team working and alongside volunteers | Essential | A & I |
| **Qualifications** |  |  |
| Level 2 Arts qualification or equivalent | Essential | A |
| Additional Arts Qualifications | Desirable | A |
| **Skills** |  |  |
| Ability to deliver high quality arts programmes with children and young people who face social exclusion, disadvantage and disaffection and manage such a group | Essential | A & I |
| Able to work as part of a team and under own initiative | Essential | A & I |
| Able to plan and evaluate programs of activity including production of session plans and evaluations | Essential | A & I |
| Able to communicate effectively with young people, parents, team members and members of the publicAble to work under own initiative | Essential | A & I |
| Able to deliver within an equal opportunities framework | Essential | A & I |
| Ability to engage and build positive relationships with young people including disengaged and disadvantaged young people | Essential | A & I |
| Ability to coach, encourage, motivate and provide reliable support to children and young people | Essential  | A & I |
| **Knowledge** |  |  |
| Understand the principles of working with children and young people, the issues affecting their lives and knowledge of their needs | Desirable | A & I |
| Knowledge of health and safety, diversity awareness and safeguarding best practice | Essential  | A & I |
| Basic knowledge of arts pathways | Desirable | A & I |

\*Selection criteria for guidance only, alternative methods may be used to assist the selection process

**Wirral Youth Zone are committed to safeguarding and promoting the welfare of children, young people and vulnerable groups.**

**OnSide Youth Zones Values**

As a Youth Zone community, our values provide us with cohesion as a group. We celebrate our differences; however, these values help ensure our actions, behaviour and motivations as colleagues and volunteers reflect our shared vision.

1. **Serving Young People**
* Focus on serving young people
* Continuous improvement in the service we offer
* Building relationships

We are dedicated to the development of young people and shall always strive to provide them with an environment and activities that will best inspire and develop them; that can deliver the ‘wow’ factor and leave a lasting impression.

We shall work to high standards and go the extra mile to build strong, positive relationships with young people. We welcome all young people as they are, and support them to make good decisions, ensuring their changing needs remain at the heart of our services.

1. **Can-Do Approach**
* Getting results
* Motivating others
* Determination

We shall deliver exceptional results through our passion and energy, pushing the bar higher. We will encourage ourselves and others to take on new challenges, whilst offering support and seeking advice at times, with a real pride in what we do.

We must be resilient and determined to achieve our goals. We all understand that sometimes we will not get there but often we will achieve spectacular success.

**3. Teamwork**

* Openness
* Supporting others
* Valuing and respecting others

In our network, every job and volunteer role is important. We value each person and his or her job as much as we value our own. We recognise the efforts of others, whether seen or unseen. We strive to be a team of high quality coaches; sharing our experience and best practice across the network and in turn benefiting from the experience of others.

We should encourage different views to our own, and support colleagues in their decisions irrespective of their outcome. We should be able to challenge colleagues openly, speaking up on controversial issues without fear. Therefore, our relationships will develop with each other based on trust, respect and dignity.

**4. Doing it Right**

* Acting with integrity
* Constant personal improvement
* Developing others

We are passionate about doing it right and are happy to seek specialist help when needed. We will train and be trained.

We encourage learning and development and will achieve ever-increasing personal competence resulting in a culture of constant improvement and professionalism.

**5. Innovation Friendly**

* Innovative environment
* Individual creativity

We want to provide an environment that generates innovative ideas and solutions; we are trailblazers. We wish to encourage employees, volunteers and young people to experiment with process and service provision.

We want an environment where innovation and creativity can flourish. We want a network where there is the freedom for individuals to think differently.