



SESSIONAL YOUTH WORKER (ART)

Job Title: Sessional Youth Worker (Art)

Reporting to: Creative Arts Coordinator

Location: HideOut Youth Zone (Gorton)

Hourly Rate: £12 p/h (Real Living Wage)

Holidays: 33 days including bank holidays (pro-rata)

Hours: Various contracts available. (see contracts section below)

Key Relationships: Young people and parents, Creative Arts Coordinator, Head of Youth Work and HideOut Youth Zone's staff, volunteers, partners and stakeholders

EMPOWER YOUTH ZONES

Empower Youth Zones is the umbrella charity that currently oversees operations of the award-winning youth charity based in Manchester, HideOut Youth Zone, which opened in 2020.

HideOut Youth Zone has supported over 7,000 children and young people since it opened, offering a dynamic youth provision that is open 7 days a week (including school holidays).

HideOut's state-of-the-art building provides young people with somewhere safe to go, something positive to do and someone trusted to talk to, with facilities that include a 3G pitch, climbing wall, gym, sports hall and recreation area, and dance, arts, music and media suites.

Due to the success of HideOut Youth Zone, Empower Youth Zones has been granted the opportunity to open another Youth Zone within Greater Manchester – Salford Youth Zone (known officially as SYZ).

The two Youth Zone's will sit within the Onside network; a growing number of Youth Zone's across the UK which are funded, built, supported and launched by the national charity, Onside.

It is Empower Youth Zone's vision to ensure all young people grow to lead happy, healthy, safe and successful lives.



THE ROLE

The Arts, alongside sport and youth work, is at the heart of HideOut's offer to young people. The Arts offer is wide ranging and includes visual arts, music, media, dance and drama. As a member of the Arts Team you will be key in ensuring young people have access to an exciting and creative arts programme 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, enabling young people to explore their creativity and grow their skills.

Within the Arts team we are looking for a range of talented youth arts workers to make up a team with a diverse set of skills and expertise, who are also passionate about working with young people. Ideally, you will have experience delivering one or more of the following arts:

- Visual arts (painting, drawing, sculpture, set design, etc)
- Photography
- Textiles
- Fashion
- Costume Design

WHAT WILL I BE DOING?

- Together with the Creative Arts Coordinator, developing and implementing an Arts programme that is exciting, challenging and ever-changing.
- Delivering arts and craft activities to young people ranging from greetings cards to fashion and design
- Listening to young people and creating a seasonal arts and crafts programme
- The role is 100% face to face delivery with young people
- Working directly with young people to develop their social skills
- Directly delivering a high-quality programme of activity that is exciting, safe, varied, innovative, developmental and directly responds to the diverse needs, concerns and interests of our members
- Have great energy to establish positive relationships with young people and the wider youth work team and visitors to the Youth Zone
- Responding to the needs of the young people through activities and project work
- Supporting and motivating volunteers
- Working flexibly to ensure the needs of the members are met, including disadvantaged young people and those with additional needs
- Ensuring that the members maintain a high standard of behaviour and discipline during sessions by making the area a hub of activity and fun
- Ensuring the participation of young people in activities and that their ideas contribute fully in the delivery of activities in a safe way
- Encouraging attendance and participation in arts activities, particularly by young people who do not usually participate in art
- Be able to think on your feet and deliver an activity with minimal equipment
- Ability to enthuse others including staff, volunteers and young people
- Make the environment fun and the place young people want to be
- Be an active member of the team and operate in line with the values and principles of HideOut Youth Zone
- Promoting cultural cohesion and inclusion and proactively challenge any prejudice and discrimination.

WHAT ELSE WILL I NEED TO DO?

- Be a role model for young people and present a positive "can do" attitude
- Take personal responsibility for own actions
- Commit to a culture of continuous improvement
- Work within the performance framework of HideOut Youth Zone and OnSide
- Represent HideOut Youth Zone positively and effectively in all dealings with internal colleagues, and external partners
- Comply with all policies and procedures, with particular reference to safeguarding, codes of conduct, health and safety and equality and diversity to ensure all activities are accessible

- 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)
- Assist with any promotional activities and visits that take place at the Youth Zone
- Actively promote the Youth Zone and positively contribute towards increasing Youth Zone membership.

PERSON SPECIFICATION

Selection Criteria A = Application Form I = Interview	Essential or Desirable	Method of Assessment
Experience		
Experience of working with groups of young people aged 8 to 19, or up to aged 25 with additional needs	Essential	A & I
Experience of working with young people from diverse backgrounds and with challenging needs	Essential	A & I
Experience of delivering visual arts / arts and craft sessions	Essential	A & I
Experience of delivering events / displays and performances	Desirable	A & I
Experience of team work and working alongside volunteers	Essential	A & I
Qualifications		
Level 2 Arts qualification or equivalent	Essential	A
Skills		
Ability to deliver high quality arts programmes with young people who face social exclusion, disadvantage and disaffection and manage such a group	Essential	A & I
One of more visual arts medium	Essential	A & I
Able to work as part of a team and under own initiative	Essential	A & I
Able to plan and evaluate the programme of activities, including production of session plans and evaluations	Essential	A & I

Able to communicate effectively with young people, parents, team members and members of the public	Essential	A & I
Ability to engage and build positive relationships with young people including disengaged and disadvantaged young people	Essential	A & I
Knowledge		
Understand the principles of working with 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
Special Requirements		
A willingness to work unsociable hours when required	Essential	A & I
A willingness to cover events, holidays and staff absence	Essential	A & I
The ability and willingness to travel to events in the region and beyond	Essential	A & I
Enhanced DBS clearance and commitment to Safeguarding children	Essential	A & I

ADDITIONAL INFO

We particularly encourage applications from people groups who are currently under-represented in our workforce, including those from South Asian heritage and their diasporas.

The role is based at HideOut Youth Zone in East Manchester.

HideOut Youth Zone is committed to safeguarding and promoting the welfare of children, young people and vulnerable groups. This post is subject to an enhanced DBS check.

The strength of HideOut and the OnSide network of Youth Zones is the diversity of its people; we place huge value on equal opportunities and encourage applications from candidates of diverse backgrounds, communities and abilities. The one thing we all have in common is our desire to raise the aspirations of young people across the country.

For information regarding how OnSide Youth Zones process your data, please visit www.onsideyouthzones.org/applicant-privacy/

APPLICATION PROCESS

Application form: www.hideoutyouthzone.org/vacancies

How to apply: Please complete the application form and return to recruitment@empoweryouthzones.org

Closing date: Midday Wednesday 15th January

Open Day: Saturday 11th January

Interviews: W/C Monday 20th January

STRICTLY NO AGENCIES PLEASE

We review applications on a rolling basis and reserve the right to close the role at any time.

Feel free to give us a call on **0161 511 3777** if you have any questions about this role, or to hear from a team member about life working at the youth zone.

BENEFITS OF WORKING FOR HIDEOUT YOUTH ZONE

 Onsite Fitness Gym & Boxing / MMA Suite	 33 Days Annual Leave Pro-Rata	 Secure Cycle Store
 Branded Workwear	 Queen Bee's Cafe	 Flexible Working
 Learning and Development Opportunities	 Partnership Working	 Working with Like-Minded People and Cultures
 Company Sick Pay and Enhanced Maternity Leave	 Pension Scheme	 Living Wage Employer

Employee Assistance Programme

HideOut's Employee Assistance Programme provides free and confidential support for our employees on a wide-range of topics, such as:

- Unlimited telephone support (24/7) with calls answered by experienced in-house counsellors, legal and financial specialists
- Structured counselling over the phone, via live chat, email, or in person (up to 6-sessions)
- Family advice line on topics such as childcare & eldercare
- Legal information services including debt & financial information
- Critical incident and trauma support
- Occupational health services
- Crisis support
- "My Healthy Advantage" smartphone app and online personalised wellbeing portal, including videos, webinars, mini health checks and health coaching
- Coverage for dependents (partner/spouse and children aged 16-24) within HMRC guidelines
- Support for line managers
- BrightTV and Wellbeing podcasts

HIDE
OUT
An OnSide Youth Zone

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OUR VALUES



YOUNG PEOPLE FIRST

Young people are at the heart of everything we do, inspiring and challenging us to deliver services that exceed their needs and challenge them to be the best they can be.

EXCELLENCE

We encourage ourselves and each other to be the best we can be through continuous learning and improvement, and a focus on finding solutions.



RESPECT

We act with honesty and integrity, celebrating diversity across the whole organisation and caring about each other, our young people and the Youth Zone environment.



AMBITION

We are passionate and driven in taking on new challenges, embracing new ideas and exceeding our ambitions for young people, the Youth Zones and our local communities.

COLLABORATION

We create and nurture strong, creative partnerships, working together to achieve better results and outcomes for young people.

