



JOB DESCRIPTION

Job Title: Ability Worker

Reporting to: Ability Coordinator

Responsible for: Volunteers

Location: Mahdlo, Egerton Street, Oldham, OL1 3SE

Our Vision

To be a beacon of excellence for youth-led provision in Oldham

Our Mission

To deliver high quality, innovative activities and experiences for young people from Oldham aged 8-19 (25 with a disability); to provide opportunities, raise aspirations and support young people to be the best they can be.

Our Values – The Way We Work

Passion
Respect
Inclusion
Dependability
Excellence

Job Purpose:

To engage and build rapport with young people with an additional need or a disability, supporting them to achieve their full potential to take part in Mahdlo Youth Zone's exciting, vibrant offer.

You will be working as part of a team of staff, volunteers and young leaders to be involved in the planning and delivery of youth and sports activities during sessions. You will become a team member as part of the 'Ability' team of workers supporting young people with additional needs or disability, to fully access and integrate into the Youth Zone.

Mahdlo is a 'world class' three-story building which has a dedicated arts and media space, a climbing wall, gym / fitness suite, boxing studio, dance and performing arts studio, and music and multi-media spaces. Also included are a cafe, games and social areas and an outdoor 3G pitch. The Youth Zone is open 7 days a week, weekends and school holidays and can have up to 20 activities running per session. Membership is available for children and young people aged 8 – 19 years old and up to 25 with a disability.

Mahdlo provides positive activities and practical support, for all young people. The aim is to enable children and young people to make constructive use of their leisure time and to raise their aspirations. We deliver Ability sessions for children and young people with disabilities and additional needs, alongside our mainstream provision. We believe that 'Every Young Person Can'.



Main duties and responsibilities:

1. To support children and young people (8-12 and 13-25 years) with disabilities and additional needs to access the full offer at Mahdlo Youth Zone.
2. To plan, lead and deliver safe and structured inclusive activity sessions to meet the needs of a wide range of abilities.
3. To actively engage and build rapport with young people to foster a positive relationship
4. Use appropriate communication techniques to support a range of needs and abilities
5. Communicate effectively with team members and other staff / volunteers in maintaining and developing standards.
6. To complete required monitoring and evaluation in line with Mahdlo's impact measurement framework.
7. Be a positive member of the team, supporting and encouraging volunteers and young leaders to positively impact on young people.
8. To attend training and development, team meetings and supervision where appropriate.
9. To work in 'person centered' ways in supporting young people with additional needs or disability, which also includes utilising your own initiative and being flexible in your approach to meet a wide range of needs.
10. To promote cohesion and inclusion, and proactively challenge any prejudice and discrimination.
11. To understand and adhere to Mahdlo policies and procedures at all times with particular emphasis on equal opportunities, health and safety and safeguarding.
12. To promote and safeguard the welfare of children and young people at all times.
13. To assess the support needs of young people when they access Mahdlo's provision and ensure they are supported appropriately.

General Requirements:

- Contribute positively to a range of exciting activity programmes for children and young people in the hub and districts that will challenge, stimulate and provide new opportunities, in line with the Mahdlo six key themes: Get Active (Sports); Get Creative (Arts); Get Sorted (personal development, crime prevention and health and wellbeing); Get Outdoors (outward bound and environmental activities); Get Connected (leadership, volunteering and citizenship); Get Ahead (employment and enterprise).
- Work diligently to meet the requirements of this job description
- Always seek to continuously improve so that the highest quality standards are achieved
- Participate positively in internal/external meetings and training as required
- Positively participate in one to ones and appraisals



- Ensure that all relevant policies, procedures and working practices are adhered to at all times
- Work in accordance with Mahdlo's culture, values, aims and objectives
- Act as a positive ambassador for Mahdlo at all times
- Positively contribute to Mahdlo's team working environment, taking ownership of issues and supporting colleagues where appropriate
- Be flexible and willing to undertake any other duties that may be reasonably be required

NB: This job description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only, and may be changed in consultation with the employee. As a general term of employment, Mahdlo may affect any necessary change in job content, or may require the post holder to undertake other duties, provided that such changes are appropriate to the employee's remuneration and status.

In accordance with Mahdlo's Child Protection and Safeguarding procedures, this position requires an enhanced DBS check and will require you to complete Safeguarding training within six months of appointment and refresher training thereafter.

I confirm that I have read and agree to carry out the duties and responsibilities contained in this job description.

Name (Please print): _____

Signed: _____ Date: _____



PERSON SPECIFICATION

		Essential	Desirable
Qualifications			
	Level 2 Youth Work Qualification, or equivalent	✓	
	Qualification related to working with people with disabilities or additional needs	✓	
Experience			
	Practical experience of working with groups of children 8-12 and / or young people aged 13-25 with additional needs or disability.	✓	
	Experience of planning and delivering activity sessions for young people with additional needs or disability.	✓	
	Experience of completing monitoring and administration processes		✓
	Experience of working in a team and alongside volunteers	✓	
	Experience evaluating effectiveness of work		✓
	Experience of assessing YP's support needs		✓
Knowledge and Skills			
	Skills, knowledge and confidence to deliver safe and structured inclusive activity sessions to meet the needs of a wide range of abilities	✓	
	Skills, knowledge and confidence to actively engage and build rapport with Young People to foster a positive relationship	✓	
	Good communication skills in engaging staff and volunteers	✓	
	Ability to use own initiative and flexibility	✓	
	Knowledge of inclusive and non-discriminatory practice	✓	
	'Person Centred' Approaches in Youth Work		✓
	Knowledge of different disabilities, learning difficulties and additional needs and how this impacts on children and young people's lives	✓	
	Knowledge of health and safety, safeguarding best practice and how these relate to children and young people.	✓	
	Confident in managing a group of children and young people, especially those with challenging behaviour.	✓	
Personal Attributes			
	Positive and enthusiastic	✓	
	Punctual and reliable	✓	
	Commitment to personal and professional development	✓	
	Able to work in the evenings and at weekends	✓	