

MAHDLO

An **OnSide** Youth Zone



ROLE PROFILE

INCLUSION WORKER

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POST:
Inclusion Worker

SALARY:
£9.50 per hour

LOCATION:
Mahdlo, Egerton Street, Oldham, OL1 3SE and various locations within Oldham

REPORTING TO:
Inclusion Coordinator - Disability

CONTRACT:
6.5 - 10 hour contracts available per week at various evening and weekend sessions, permanent

- BENEFITS:**
- Free onsite gym access
 - Life Insurance
 - Birthday Gift
 - Automatic enrolment to Medicash Health Care scheme on successful completion of probationary period



ABOUT MAHDLO YOUTH ZONE

Mahdlo is a local charity that relies on the support and generosity of the Oldham community to keep our doors open and to provide the services our young people need.

Our Vision is to be a beacon of excellence for youth-led provision in Oldham.

Our Mission is to provide opportunities to raise aspirations and support young people to be the best they can be through the delivery of high quality, innovative activities and experiences for young people from Oldham aged 8-19 (25 with a disability).

OUR VALUES -
THE WAY WE WORK

PASSION
RESPECT
INCLUSION
DEPENDABILITY
EXCELLENCE

THE ROLE

We have an exciting opportunity for an Inclusion Worker to join our successful team on a Thursday evening and during our sessions on a Saturday.

The successful candidate will engage and build rapport with young people with additional needs or a disability, supporting them to achieve their full potential to take part in Mahdlo Youth Zone's exciting and vibrant offer. You will be committed to promoting cohesion and inclusion, you will work in a 'person centred' way and use your own initiative to meet a range of needs.

The ideal candidate will have experience of working with young people with disabilities and/or additional needs, together with the ability to plan and deliver activity sessions for those with a wide range of abilities.

With a good knowledge of health and safety, you will maintain safeguarding best practice and will be confident in managing a group of young people, especially those with challenging behaviour.

It is essential you have a passion for working positively with young people and delivering an excellent service.

You must also be committed to working within the spirit of Mahdlo's core values - Pride, Respect, Inclusion, Dependability and Excellence - which describe how we do things.

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 'Inclusion' team of workers supporting young people with additional needs or disability, to fully access and integrate into the Youth Zone.

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 Inclusion sessions for children and young people with disabilities and additional needs, alongside our mainstream provision. We believe that 'Every Young Person Can'.

KEY RESPONSIBILITIES

- 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.
- To plan, lead and deliver safe and structured inclusive activity sessions to meet the needs of a wide range of abilities.
- To actively engage and build rapport with young people to foster a positive relationship
- Use appropriate communication techniques to support a range of needs and abilities
- Communicate effectively with team members and other staff / volunteers in maintaining and developing standards.

- To complete required monitoring and evaluation in line with Mahdlo's impact measurement framework.
- Be a positive member of the team, supporting and encouraging volunteers and young leaders to positively impact on young people.
- To attend training and development, team meetings and supervision where appropriate.
- 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.
- To promote cohesion and inclusion, and proactively challenge any prejudice and discrimination.
- To understand and adhere to Mahdlo policies and procedures at all times with particular emphasis on equal opportunities, health and safety and safeguarding.
- To promote and safeguard the welfare of children and young people at all times.
- 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

ADDITIONAL INFORMATION

- In accordance with our Child Protection and Safeguarding procedures, this position requires an enhanced DBS check.
- Mahdlo is an equal opportunities employer and welcomes applications from all sections of the community.

PERSON SPECIFICATION

QUALIFICATIONS

		Essential	Desirable
	Youth Work Qualification Level 1 or Level 2 or higher.	✓	
	Qualification related to working with people with disabilities or additional needs	✓	

EXPERIENCE

		Essential	Desirable
	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 & SKILLS

		Essential	Desirable
	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

		Essential	Desirable
	Positive and enthusiastic	✓	
	Punctual and reliable	✓	
	Commitment to personal and professional development	✓	
	Able to work in the evenings and at weekends	✓	

APPLICATION PROCESS:



HOW TO APPLY:

To apply for this opportunity please complete the Mahdlo application form downloadable from:

<https://www.mahdloyz.org/join/vacancies/>

Please refer to the full job description and person specification as relevant experience is essential.

All application forms must be submitted via email to **HR@mahdloyz.org**

CLOSING DATE: 9AM, MONDAY 13 MARCH 2023

Mahdlo is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment; therefore an Enhanced Disclosure and Barring Service (DBS) check is required with this post. The successful applicants will be expected to join the DBS Update Service. Job offers are also subject to two satisfactory references.

Mahdlo is an equal opportunities employer and positively welcomes applications from all candidates. We treat all applicants for employment and employees equally.



MAHDLO TEAM BENEFITS



ONSITE GYM

For all of the fitness fanatics or if you just want to maintain a healthy lifestyle.



BIRTHDAY GIFT

£50 Birthday Gift to boost your Health and Wellbeing.



HOLIDAY ALLOWANCE

14.54% of hours worked paid to you in your salary each month.



MEDICASH HEALTH CARE

On successful completion of your probationary period you will be enrolled onto Medicash - an award winning Health Care scheme.



LIFE INSURANCE

We understand that losing a family member can be devastating for a family and their finances and that's why we provide life insurance from Canada Life to all of our staff members.