

**MAHDLO**

An **OnSide** Youth Zone

# ROLE PROFILE

Gym Instructor



# ABOUT MAHDLO

Mahdlo Youth Zone is a state-of-the-art multi-million pound location providing young people aged 8 to 19, and up to 25 for those with additional needs, engaging and exciting opportunities to try something new, seven days a week.

Our mission is to deliver high quality, innovative activities and experiences for young people. To provide opportunities, raise aspirations and support them to be the best they can be.

At our centre in Oldham we've got incredible facilities including a 3G Multi Use Games Area (MUGA) pitch climbing wall, boxing gym, three court sports hall, sensory room, fully equipped gym including weightlifting equipment, recreation area and dance, arts, music and media suites and much more.

Out across the borough we're working from community centres to bring our special brand of youth work to young people in the community.

**OUR VALUES**  
**THE WAY WE WORK**

**PASSION**  
**RESPECT**  
**INCLUSION**  
**DEPENDABILITY**  
**EXCELLENCE**

# THE ROLE

## Gym Instructor

Youth work supports a young person's personal, social and educational development.

We use youth work to explore their values and beliefs, to enable them to develop their voice and place in society, and to learn skills that help them to realise their full potential.

You will be delivering a range of exciting programmes to young people that will challenge, stimulate and provide new opportunities, in line with the Mahdlo themes of **Get Active** (Sports) and **Get Sorted** (health and wellbeing) key themes.

You will manage the fitness suite during sessions and supervise young people using a range of equipment. You will also establish positive relationships with young people; challenging, supporting and encouraging them as they develop.

Working alongside Youth Workers, Sports Worker, Activity Workers, Volunteers and Young Leaders to deliver our programmes, you will ensure the participation of young people and that their ideas contribute to the delivery and evaluation of sessions, projects and activities.

# WHAT YOU'LL BE DOING

## Key responsibilities

- To work directly with children and young people aged 8-19 years old (25 with a disability) to lead and deliver safe and structured gym and fitness sessions within the Youth Zone.
- To confidently manage the fitness suite during sessions, including conducting gym inductions and supervising children and young people using the range of fitness suite equipment safely.
- To confidently manage and establish positive relationships with groups of children and young people.
- To work flexibly to ensure the needs of our members are met, including disadvantaged children and young people and those with disabilities or additional needs.
- To ensure that our members maintain a high standard of behaviour and discipline during sessions.
- Effectively communicate at all levels, both verbally and in writing.
- Work alongside other team members and provide guidance and support to young leaders and volunteers.
- Attend training and development events where required.
- Be able to work on own initiative including being flexible to meet the needs of children and young people.
- Work alongside youth workers, sports workers, activity workers, volunteers and young leaders to deliver activities.
- To zone lead, taking responsibility for an area of work, supervising a team of youth workers, activity workers, sports workers, volunteers and young leaders
- Promote cultural cohesion and inclusion, and proactively challenge any prejudice and discrimination.
- Ensure the participation of young people and that their ideas contribute fully in the delivery and evaluation of sessions, projects and activities.
- Understand and adhere to Mahdlo's policies and procedures at all times with particular emphasis on equal opportunities, health and safety and safeguarding.

- To have responsibility for promoting and safeguarding the welfare of children and young people at all times.
- To monitor, record and evaluate sessions in accordance with Mahdlo's systems.
- To be an active member of the team and deliver a focused, measurable contribution operating in line with Mahdlo's values and principles.
- To promote a positive image of Mahdlo through professional operation and conduct with all our stakeholders and the general public.

## **General requirements**

- 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.

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.

Mahdlo is an equal opportunities employer and welcomes applications from all sections of the community.

# PERSON SPECIFICATION

## Qualifications

	Essential	Desirable
Nationally recognised Gym Instructor or Fitness Instructor Qualification Level 2	✓	
Level 1 or 2 Youth Work Qualification		✓

## Experience

	Essential	Desirable
Practical experience of working or volunteering in a gym, delivering gym and fitness sessions	✓	
Experience of leading and working with groups of children 8-12 and / or young people aged 13-19		✓
Experience of completing monitoring and administration processes	✓	
Experience of working with children and young people with additional needs and disabilities		✓
Experience of working in a team and alongside volunteers	✓	

# Knowledge and skills

	Essential	Desirable
Skills, knowledge and confidence to induct children and young people around the gym	✓	
Able to plan and supervise workouts, fitness sessions and circuit sessions	✓	
Able to work as part of a team	✓	
Able to plan and evaluate programs of activity including production of session plans and program reports	✓	
Able to work under own initiative	✓	
Able to communicate effectively with children and young people, parents, team members and members of the public	✓	
Able to deliver activities within an equal opportunities framework	✓	
Knowledge of health and safety, diversity awareness and safeguarding best practice and how these relate to children and young people	✓	
Strong commitment to children and young people and ability to engage and build positive relationships with all young people including disengaged and disadvantaged young people	✓	
Ability to coach, encourage, motivate and provide reliable support to children and young people	✓	
Confident in managing a group of children and young people, especially those with challenging behavior	✓	
Ability to identify and challenge discrimination and discriminatory behaviour, taking appropriate action as necessary	✓	

# 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	✓	

# MAHDLO 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.



## MEDICASH HEALTH CARE

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



## HOLIDAY ALLOWANCE

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



## 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.



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