

MAHDLO

An OnSide Youth Zone



**ROLE
PROFILE**
Inclusion Worker

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

Inclusion worker

As an Inclusion Worker you 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, 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 part of the 'Inclusion' team to support young people with additional needs or disabilities, 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'.

WHAT YOU'LL BE DOING

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.

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
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 young people's support needs		✓

Knowledge and 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	✓	

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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