

YMCA CHESHIRE

COMMUNITIES YOUTH WORKER Candidate Pack November 2025



Welcome

Thank you for your interest in the position of Youth Worker at YMCA Cheshire.

The Youth Worker role is crucial to the work we do in Cheshire, working with young people and giving them opportunities that they may not otherwise have had.

The full job description is on page 6 of this document; each session may vary in content based on the needs of the club and requests from the young people but it can involve football sessions, sports, activities, craft etc

There is also a person specification on page 7—we are looking for someone who

Believes that everyone has potential
Is an inspiration to others
Can work creatively, think on their feet and refuses to give up
Has the highest aspirations for those people with the fewest choices
Retains a positive attitude in the face of daily challenges

The post holder will join a team of 3 committed Community workers and report directly to the Youth Programmes Development Manager.

This is a term time post, 2.5 hours per week; working 5pm-7.30pm every Tuesday in term time

- **Permanent– Term time**
- **Start date: Nov/Dec 2025**
- **The rate of pay is £12.93 per hour and holiday pay is calculated at a rate of 12.07% hours paid holiday for hours worked. You are paid weekly during term time but not through the holidays.**
- **There is the option of overtime during holidays when we run holiday clubs**

We are passionate and enthusiastic about our work and love an energetic “can do” attitude in staff!

Details about how to apply are at the end of this pack.

If you'd like an informal chat, please call me, Beverley Cope, Youth Programmes Development Manager on 01270 257673; otherwise please have a good read through this document, then fill in the application forms via our website and return these by 9.00 am on Friday 14th November 2025 .

We look forward to hearing from you!

Bev

Beverley Cope
Youth Programmes Development Manager



About us

There has been a YMCA in Crewe since 1909, when an invitation went out in Crewe Chronicle inviting young men to meet some “jolly good fellows”!

Today the YMCA welcomes people of all ages, all genders, all faiths, all races, all backgrounds.

We have an asset-based, advantaged-thinking approach to all our work; we focus on strengths and view diversity of thought, culture, experience and traits as positive assets.

We have a number of different services in Crewe.

- We believe everyone should have **a safe place to stay**. Our aim is to provide a wide range of housing options to those who have experienced homelessness, designed to suit their individual needs. We have a variety of accommodation at our main project in Gresty Road, additional housing at our Valley Brook campus, as well as some flats and houses in the local community.
- We work with **young people** who arrive in the UK unaccompanied and seeking asylum; this team also works with young people who are leaving the care system.
- We have a growing number of services in Crewe for **children and families**, including After School Clubs, STEM clubs, Drop Ins for parents and carers and holiday villages.
- We offer **mental health first aid** to our staff and volunteers
- Our services are supported by our **three businesses**, the GLO Café, GLO Hub and our GLO Maintenance Service



Our values

We believe that everyone has unique potential and skills to be explored and developed.
We will embed this belief in our work with service users, staff and volunteers.

We believe that a 'can do' approach is critical for facilitating change in people's lives.
We will foster and nurture this attitude in our work with service users, staff and volunteers

We believe in the Christian basis and mission of the YMCA.
We will seek to exemplify and embed Christian ethos in our organisational practice in all we do.

Our vision

Better lives and better futures for individuals and communities

- by beginning the end of the homeless experience, one person at a time
- by working with the talents of people making transitions to independence
- by engaging and supporting children and families and staying connected in the places they live

Our mission

YMCA Cheshire is a Christian charity that responds to local need by creatively investing in the lives of individuals and the community through all our projects, including housing, learning, family support and working with children.

Our faith

Our faith underpins all our work and motivates us to sustain a Christian mission than is socially active.



Working at YMCA Cheshire



YMCA Cheshire currently has about 90 staff, 35 volunteers and 8 trustees.

We are an organisation that embraces a culture where our Christian based core values are at the heart of all we do.

We are committed to creating a workplace where all employees are given the opportunity to reach their full potential, feel valued and work effectively to achieve our goals.

We aspire to establish a workforce which reflects the diversity of the wider community.

We have a comprehensive health and wellbeing programme to support a healthy mind, body and spirit. The programme includes:-

- A full training package
- Free counselling through our Employee Assistance Programme
- Health Care Cash back plan
- Opportunities to attend conferences and visit other projects
- An onsite café with 20% discount for staff, volunteers and residents
- Staff room refreshments
- An onsite gym
- A flexible working policy
- Vouchers for long service
- Wellbeing time
- Away days
- Staff meetings to share good news
- Group life cover
- Company sick pay
- Pension– 5% employer contribution
- Cycle to work scheme
- Electric Car Scheme (Managers)

Job description (page 1)

Job Purpose

- To facilitate and contribute to the delivery of positive activities for children and young people, building their confidence and self esteem
- To undertake specific tasks that contribute to a safe controlled environment that engages children and young people and promotes their well-being.
- To be fully versed with safeguarding to protect each individual from harm in accordance with current safeguarding legislation.
- To manage 'dynamic' risk ensuring that risks that emerge in the course of activities are managed and reported.
- To encourage the development of life skills in specific key areas.

Duties and responsibilities

- To engage positively with the children and young people and encourage them.
- To attend to the tasks delegated by the Youth Programmes Development Manager.
- To assist with planning and resourcing activities prior to the start of each club.
- To ensure that the club is properly set up and that everything is cleaned up at the end.
- To pass on all information relating to safeguarding and health and safety issues to the Youth Programmes Development Manager.
- To participate fully in the after club briefing

Other Duties and Responsibilities

- Be fully versed with safeguarding to protect each individual from harm in accordance with current safeguarding legislation.
- Ensure equality and diversity is embedded within service delivery
- Work according to the policies and procedures of YMCA Cheshire at all times
- Actively participate in the supervision and training process to develop better services and continuous personal development
- Undertake such other duties as may be reasonably be required

Understand, embrace and promote the values of the Association, ie

We believe that each person has unique potential and skills to be explored and developed.

We will embed this belief in our work with service users, staff and volunteers.

We believe that a 'can do' approach is critical for facilitating change in the lives of service users.

We will foster and nurture this attitude in our work with service users, staff and volunteers

We believe in the Christian basis and mission of the YMCA.

We will seek to exemplify and embed Christian ethos in our organisational practice in all we do.

**The Job description is current as the date shown
In consultation with the post-holder, it is liable to variation**

Person specification

People skills (working with young people)

- An enthusiasm for seeing children and young people thrive
- Able to employ a range of approaches to engage children and young people
- A knowledge of the issues facing children and young people
- Using strong interpersonal skills, able to sustain meaningful contact around a young person's physical, social, emotional needs
- Ability to build rapport with children and young people, demonstrating awareness of different cultural and religious needs.

People skills (working with others)

- Ability to value differences in team members and work together effectively to ensure a safe environment that engages children and young people
- Able to work effectively with other agencies and organisations
- Able to share information clearly and concisely on a "need to know" basis

Other skills

- Sufficient computer, numeracy and literacy skills to offer guidance to children and young people
- Willingness to undertake first aid and food safety training if required
- Able to implement appropriate health and safety and safeguarding issues procedures when necessary

Key employment terms

- **Permanent– Term time**
- **Start date: Nov/Dec 2025**
- 2.5 hours per week, 5pm-7.30pm on Tuesdays during term time
- Option of overtime work during the holidays
- Salary 12.93 per hour, 12.07% holiday pay
- Responsible to Youth Programmes Development Manager
- 4 x Life Assurance
- Health Assured Employee Assistance Programme
- Health care cash back plan

YMCA Cheshire is committed to the active promotion of equal opportunity, both in the provision of services and as an employer of paid and unpaid workers.

YMCA Cheshire is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

Any offer of employment will be subject to satisfactory references and Enhanced DBS check.

How to apply

- The closing date for applications is 9.00 am on Friday 14th November 2025 .
- These should be submitted via our website– YMCA Cheshire vacancies [Vacancies - YMCA Cheshire](#)
- Shortlisted candidates will be interviewed on 19th November 2025

