

POST:	Youth Work Manager
REPORTS TO:	Head of Academy
SALARY:	£37,000 - £42,000
Level: Manager	
Purpose of role:	
<p>Fight for Peace is a global organisation that uses sport and martial arts combined with education, employability training, and personal development to address violence and support the development of young people in communities affected by crime and social inequality. We believe that every young person deserves the opportunity to reach their full potential, and this role is crucial in providing the targeted support they need at a primary level. The Youth Work Manager will lead and coordinate the delivery of all youth work services within the academy, ensuring young people receive the highest standards of care and support across all youth work initiatives. This role is vital in driving continuous improvement and impactful engagement with young people, empowering them to overcome challenges and thrive.</p> <p>This role requires a dedicated and experienced individual with a proven track record of working with young people at primary and secondary levels, ideally in a youth work or similar setting. The ideal candidate will be a strong leader, skilled relationship builder, and have a deep understanding of the challenges faced by young people. The role also carries significant responsibility for safeguarding, acting as a lead in this area. The successful candidate will bring strong safeguarding expertise, with an in-depth knowledge of UK safeguarding legislation, statutory guidance (including <i>Working Together to Safeguard Children</i> and <i>Keeping Children Safe in Education</i>), and best practice in youth work. They will have experience of acting as a designated safeguarding lead or equivalent, with the ability to identify, assess, and manage risk, and to respond appropriately to safeguarding disclosures and concerns. They will demonstrate confidence in developing and implementing safeguarding policies and procedures, delivering safeguarding training to staff, and ensuring a culture of vigilance and accountability across all programmes. A sound understanding of contextual safeguarding, trauma-informed practice, and the links between violence, exploitation, and social inequality is essential, as is the ability to work collaboratively with statutory and voluntary agencies to secure the best outcomes for young people.</p> <p>As a member of the Academy Management team, the post holder will contribute to the Academy's vision as a centre of excellence and actively support Fight for Peace policies, practices, and values.</p>	
KEY RESULT AREAS	MEASURES OF SUCCESS
<p>Programme Delivery</p> <p>Leading Youth Leadership and personal development programmes that meet young people's needs and align with Fight for Peace's strategy.</p>	<p>Youth leadership activities are delivered effectively, with positive engagement from young people and alignment with the youth leadership strategy.</p> <p>Personal development (PD) is successfully integrated into all Fight for Peace's evening services, with a demonstrable impact on young people.</p> <p>Programmes such as 'Man Talk' (Male Group PD) and Lutadoras (Female Group PD) are well-staffed, with all staff receiving</p>

<p>Safety and wellbeing, with ongoing and formal risk assessments of the open access space for all participants.</p>	<p>appropriate training, operating within budget, and meeting pre-agreed targets. The delivery of personal development and transversal themes is systematic, inclusive, evidence-based, and positively received by participants.</p> <p>Upshot (our activity and records system) is consistently updated by all staff, ensuring accurate and comprehensive records of support intervention programmes are maintained.</p> <p>Risk assessments are completed for all programs and activities, and ongoing risk evaluations ensure all youth services are delivered to the highest safety standards.</p> <p>Young people continue to access services outside of their sports sessions.</p>
<p>Line management of youth workers</p> <p>Active line management of youth workers and recruitment as and when necessary.</p>	<p>Monthly team meetings and one-to-ones with youth workers are structured, action-oriented, and documented, ensuring follow-up and continuous improvement.</p> <p>Recruitment of youth workers is proactive and responsive to organisational needs, ensuring a well-resourced team.</p> <p>Youth workers have clear goals aligned with the long-term vision and Fight for Peace's overarching strategy.</p> <p>Staff training and development needs are regularly assessed and addressed through targeted professional development opportunities for young staff who have transitioned to youth work.</p>
<p>Programme design and development</p> <p>Work closely with the MEL and Sports Manager to ensure programmes are codified, inclusive, and underpinned by a clear theory of change with agreed KPIs, integrating personal development as a core element of delivery for all young people.</p>	<p>Programmes have a clearly defined theory of change, and outcomes are aligned with targets set by agreed KPIs</p> <p>Personal development is fully embedded in sports programmes, contributing to holistic youth development.</p> <p>All young people are able to participate actively and safely in all sessions</p>

<p>Safeguarding</p> <p>Act as the primary safeguarding lead within Primary Interventions, serving as the central point of contact for safeguarding concerns raised by colleagues, young people, parents/carers, or external partners.</p> <p>Ensure all safeguarding concerns are managed in line with Fight for Peace’s safeguarding policies and statutory guidance, including timely reporting to the Designated Safeguarding Lead (DSL) and relevant agencies where required.</p> <p>Lead on embedding a culture of safeguarding across all primary intervention services, ensuring vigilance, accountability, and consistent practice at every level.</p> <p>Oversee the consistent application and regular review of organisational safeguarding policies, procedures, and risk management processes, ensuring they remain up to date with current legislation and best practice.</p> <p>Work collaboratively with the Head of Academy, Academy Managers, and DSL to coordinate safeguarding training, ensuring all delivery staff are trained, inducted, and supported to recognise, respond to, and escalate safeguarding concerns appropriately.</p> <p>Ensure safe recruitment practices are consistently applied, including robust pre-employment checks (DBS/criminal records checks), safeguarding-focused induction, supervision, and ongoing CPD for all staff and volunteers involved in interventions.</p> <p>Maintain strong relationships with statutory and voluntary agencies, ensuring effective referral pathways and multi-agency collaboration to secure positive outcomes for young people at risk.</p> <p>Keep personal safeguarding knowledge current through ongoing CPD and actively promote trauma-informed and contextual safeguarding approaches in the design and delivery of intervention programmes.</p>	<p>The Youth Work Manager is recognised internally and externally as the clear point of contact for safeguarding within primary interventions, with all concerns escalated appropriately and within required timescales.</p> <p>100% of safeguarding concerns are reported, recorded, and managed in line with Fight for Peace’s safeguarding policy and statutory guidance, with clear evidence of timely escalation to the DSL and/or external agencies</p> <p>Delivery teams consistently demonstrate strong safeguarding awareness in practice, reflected through observations, audits, and feedback from young people and staff</p> <p>Organisational safeguarding policies and procedures are applied consistently across all primary interventions, reviewed at least annually, and updated in line with changes to UK legislation and best practice.</p> <p>All staff and volunteers working in primary interventions complete safeguarding training at induction and regular refreshers, with records showing 100% compliance.</p> <p>Safe recruitment procedures are applied without exception: all pre-employment checks, including DBS/criminal record checks, are completed and evidenced before staff or volunteers commence delivery.</p> <p>Effective multi-agency relationships are evidenced by strong referral pathways, timely joint working, and positive feedback from statutory and voluntary safeguarding partners.</p> <p>The Youth Work Manager maintains up-to-date safeguarding knowledge through CPD, ensuring Fight for Peace embeds trauma-informed and contextual safeguarding approaches across primary interventions.</p> <p>Internal audits and/or external safeguarding reviews confirm that Fight for Peace demonstrates a strong safeguarding culture, with zero tolerance for non-compliance.</p>
<p>Academy Management Responsibilities</p> <p>Academy presence, leadership and communication</p>	<p>The Youth Work Manager is present at the Academy a minimum of four days (evenings) per week and participates in Friday evening rota cover.</p>

	<p>Effective delegation and support is provided to the Head of Academy when deputising.</p> <p>Organisation's key messages are communicated accurately and in alignment with leadership direction.</p> <p>Funder reports contain comprehensive, data-driven insights into the impact of personal development and youth work provision.</p>
<p>Partnerships</p> <p>Maintain and develop partnerships with local organisations, the Newham Youth Partnership, and the FFP Alliance to share knowledge, create opportunities for young people to train, compete, and develop together, and contribute to fundraising proposals and reports to support the sustainability of Fight for Peace's personal development and youth work provision.</p>	<p>Strategic partnerships with local organisations (e.g., social services, YJS, CAMHS, probation, schools, sports clubs) are maintained and strengthened.</p> <p>Fight for Peace is professionally represented in external meetings, forums, and partnerships such as NYP and the FFP Alliance, enhancing organisational visibility and creating collaborative opportunities for young people to train, compete, and develop together.</p>
<p>Management of self</p> <p>Maintain up-to-date knowledge of the youth sector.</p> <p>Access training and development opportunities to maintain up-to-date knowledge of safeguarding, health and safety, and local policy development.</p> <p>Maintain a working understanding of safeguarding children and young people and how to maintain appropriate professional boundaries.</p> <p>Maintain a commitment to and working understanding of equality and diversity, with the motivation and ability to challenge non-inclusive and discriminatory behaviour the motivation and ability.</p>	<p>The Youth Work Manager maintains up-to-date knowledge of the youth work practices, the youth sector, ensuring programme relevance and best practices.</p> <p>Ongoing training and development opportunities are accessed to enhance expertise in safeguarding, health and safety, and local policy developments.</p> <p>Professional boundaries are consistently maintained, fostering a safe and ethical work environment.</p> <p>A strong commitment to equality, diversity, and inclusion is demonstrated through proactive engagement and advocacy. Instances of non-inclusive or discriminatory behaviour are identified and appropriately challenged, contributing to a positive organisational culture.</p>

Person Specification

KNOWLEDGE, SKILLS & EXPERIENCE:

Skills

- Strong leadership skills, ability to unite and lead a team.
- Able to work as part of a diverse team work.
- Excellent communication skills, ability to listen and clearly convey information to diverse audiences as well as provide clear instructions and display diplomacy when required.
- Ability to motivate and get the best of people (staff and young people).
- Ability to work in a fast-paced and changing environment.
- Ability to give and receive feedback.
- Proactive and forward-thinking.
- Confident decision maker.

Knowledge/Experience

- An excellent understanding and working knowledge of issues surrounding young people and including but not exclusive to youth involvement in offending, violent behaviour and gangs, working knowledge of multicultural inner city areas and an ability to relate to young people of all backgrounds.
- Experience of working with tertiary-level young people based on the public health approach to violence prevention.
- Experience in designing and delivering youth-based programmes.
- Understanding of transversal themes and developing strategies that have resulted in changes to behaviour.
- Experience of using MEL tools in the design, delivery and evaluation of programmes,
- Ability to design and deliver training.
- Safeguarding trained and experienced of overseeing safeguarding in a youth work setting.
- A strong knowledge of safeguarding & child protection principles and good practice and how this translates in a youth sports environment.
- Ability to provide programme update reports in a timely and concise manner.
- Experience of working with young people and FFP demographic.
- Experience of managing staff.
- Experience of managing budgets.
- Experience of risk assessments and managing risk within a sports and ideally youth service provision.

Attributes - This is about the person

- Positive, can-do attitude.
- Adaptable.
- Motivational.
- Resilient.
- Excellent communication.

Qualifications :

- A recognised youth work qualification at level 3 or above.
- A recognised safeguarding qualification.
- Right to work in the UK