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Job Information Pack

Fitness Instructor

Our values

The post holder will be expected to operate in line with our organisational values which are;

- **Value the Individual** – Respect others, ourselves and the people we work with in all that we do
- **Giving of our best** – Showing commitment in our work and to enable young people
- **Caring Deeply** – Have a passion for the work we carry out
- **Providing Creative Solutions** – Show innovation in the approaches we take in supporting young people
- **Communicate authentically and truthfully** – Show openness in our dealings and approaches to people

Title: **Fitness Instructor.**

Reports to: **Health & Wellbeing Lead.**

Background

Fitness Instructors are more than activity, fitness or sports leaders – they understand communities and customers. Our Fitness Instructors are positive role models who build good rapport with customers. They are knowledgeable, patient and supportive – helping people achieve a wide variety of positive goals.

Purpose

The post holder will be expected to operate in line with our workplace values which are;

- Value the Individual – Respect others, ourselves and the people we work with in all that we do
- Giving of our best – Showing commitment in our work and to enable young people
- Caring Deeply – Have a passion for the work we carry out
- Providing Creative Solutions – Show innovation in the approaches we take in supporting young people
- Communicate authentically and truthfully – Show openness in our dealings and approaches to people

Main responsibilities

- To assist in the delivery of our health and wellbeing programme.
- To collaborate with the activities team to provide opportunity, challenge and experience to members and the community.
- To offer expansion to our programme through the delivery health and wellbeing practices and specific classes.
- To work as part of a team offering physical exercise as a platform to improve health, skill and quality of life.
- To provide a professional, welcoming, caring space consistent with our values.

Health and Safety

- In carrying out this role you have a duty (under Health and Safety legislation) to take reasonable care for the health and safety of yourself and that of others. This implies taking positive steps to understand the hazards in the workplace, to comply with safety rules and procedures and to ensure that nothing you do, or fail to do, puts yourself or others at risk. This includes managing a safe and secure environment for people who use our services.
- This duty includes checking that any person entering YMCA Dulverton Group property has a right to do so and their visit is recorded in accordance with YMCA Dulverton Group procedures.

General

- To maintain and develop up-to-date professional knowledge and skills through training, reading and other such activities and to incorporate the same into practice.
- Work across the organisation to build a learning culture and positive working environment.
- To maintain and demonstrate a commitment to YMCA Dulverton Group's Vision, Values and strategic aims and objectives and ensure all activities reflect the values of YMCA Dulverton Group.
- Managing health and safety issues in your area of responsibility in line with the relevant section(s) of the Health and Safety Policy.
- Complying with YMCA Dulverton Group's GDPR, confidentiality and information security policies at all times.

- To undertake such other duties and responsibilities reasonably consistent with the role of Fitness Instructor.

YMCA Dulverton Group is committed to the protection and safeguarding of children and adults at risk and promoting their welfare. The YMCA Dulverton Group, therefore, expects all staff and volunteers to share this commitment.

This post is subject to an enhanced level DBS Disclosure in respect of the Adults/Children's Workforce.

Person Specification

Qualifications and Experience

Experience

- Experienced working with a variety of age ranges
- Experience instructing a variety of classes is desirable

Essential Qualifications

- Level 2 Fitness Instructor Qualification
- First Aid Qualification
- Valid driving license and access to a car is essential

Knowledge, Skills, Abilities

- A confident individual who is committed about providing opportunities to, and supporting people.
- Commitment to providing a high standard of customer service and delivery.
- A self-motivated individual who seeks to develop and improve through engagement in training.
- Good organisational, time keeping and administration skills.
- A team player with strong communication and leadership skills.
- Attention to and eye for detail.
- Self-motivated, flexible and willing to adapt to changes and new pressures.
- Willingness to accept leadership and follow reasonable instruction.
- Flexibility to work mornings, evenings and weekends as needed.
- Good level of IT competency.
- Good standard of written and verbal English.

Personal Qualities

- Commitment to YMCA Dulverton Group's Values.
- Self-motivated with ability to manage own workload and work with minimal supervision.
- Team player, with ability to build relationships with a wide variety of stakeholders.
- Ability to prioritise and manage conflicting demands.
- Demonstrates resilience, motivation and commitment to driving up standards of work.
- Takes personal responsibility and accountability and able to make well informed balanced decisions taking account of risk.
- Demonstrates a proactive approach taking responsibility for areas of work and finding solutions.
- Anticipates need for change, proactively introducing systems to bring about improvements in effectiveness and efficiency.

- Is adaptable to change/embraces and welcomes change.

Other requirements

- YMCA Dulverton Group is committed to the protection and safeguarding of children and adults at risk and promoting their welfare. The YMCA Dulverton Group, therefore, expects all staff and volunteers to share this commitment.
- This post is subject to an enhanced level DBS Disclosure in respect of the Adults/Children's Workforce.
- This candidate must be committed to equality and diversity in the workplace.
- May be required to attend occasional evening meetings.
- Have a driving licence and access to a car.

Main terms of employment

Salary: £21,538.91 per annum, based on 32.5 hours per week

Location: Bridgwater & Highbridge Centres.

Hours: 32.5 hours per week.

Flexible working: We provide flexible working arrangements to support team productivity and stability. This may include changed working patterns and working from home on occasions.

Holidays: 5.6 weeks days per year, plus bank holidays pro rata.

Pension: On completion of a six-month probation period, YMCA Dulverton Group will make a contribution of 3% of salary.

Benefits: Health and wellbeing of our staff is important to us. We offer a range of benefits including a Health Cash Plan, Employee Assistance, discounted child care, free night's stay in one of our hotels per year.