



Job Pack

Overview

Blackpool FC Community Trust (BFCCT) is the official charity of Blackpool FC, based at Bloomfield Road Stadium. Working with residents as young as two years old up to adults in the later stages of life, Blackpool FC Community Trust provide a diverse range of programmes to increase social inclusion opportunities; improve physical fitness, health, and education; and lessen involvement in anti-social behaviour.

Many of the initiatives we deliver are directly funded through partner organisations and grant-awarding bodies. Some of these include The Premier League; the EFL Trust; The PFA; Sport England; Big Lottery; The Football Foundation; NHS Blackpool CCG and Blackpool Council to name a few. BFCCT constantly evolves to support local need and by linking with local partners we can increase our impact on the town.

Working with so many organisations has allowed us to become a vital strategic partner in activity provision across Blackpool and the Fylde Coast. In addition to the wealth of programmes out in the community and local schools, BFCCT provide several education opportunities on site. These include an alternative to main-stream schooling for Year 10 and 11 students; Traineeships for those not currently in work or education; as well as full-time education offers as part of Blackpool FC Sports College. Studying at Blackpool FC Sports College gives students the unique opportunity to learn within the largest sports organisation in Blackpool. This means students can speak to, and gain experience from, professionals currently working in the sport, fitness, and leisure sector.

In recent years, the Community Trust has grown into a well-established organisation, providing something for everybody, that every Blackpool FC fan and resident should be involved with and very proud of. Last season we were awarded with Community Club of the Season at the Northwest Football Awards as well being crowned Regional Community Club of the Season at the EFL Awards.



Our Mission

Our core purpose...

To develop and deliver diverse community programmes and build partnerships to provide the people of Blackpool with the best opportunities.

We will do this by;

- Increasing social inclusion
- Improving physical fitness, overall health
- Reducing involvement in anti-social-behaviour
- Raising aspirations and expanding local education offers

Our Values

How we go about our work...

In all of our work we will be;

Bold &
Innovative

We will encourage staff to innovate to provide the best possible opportunities for residents and be bold in the development of ideas and future plans.

Focused on our
Community

At all times, in everything we develop and deliver, we will have the people we are hoping to engage at the heart of our intentions.

Creative &
Forward Thinking

We will find creative ways around barriers to engagement and develop programmes that are successful, accessible and enjoyable whilst anticipating future issues and trends.

Our Vision

Where we want to go in the future...

To continue to change the lives of local residents and build a more healthy, active and work ready community.

Programme Overview

DIVERT Youth is a preventative programme aimed at 10–17-year-olds who are at risk of entering the Criminal Justice System. Young people are assigned a one-to-one Mentor with whom they co-produce a personal development plan, which outlines goals they want to achieve.

Job Vacancy: Community Cohesion Mentor (DIVERT Youth)

Job Title: Community Cohesion Mentor (DIVERT Youth)

Salary: £20,100 - £26,936

Hours: 37 Hours per week, exclusive of breaks, until 31st March 2025

Location: Blackpool FC Community Trust

Closing Date: Thursday 6th July 5pm

Responsible to: Community Cohesion & Youth Sport Manager

Job Purpose

An exciting opportunity has arisen for someone to join Blackpool FC Community Trust as part of the Community Programmes team and deliver on our DIVERT Youth programme. Funded by Lancashire Violence Reduction Network, the project aims to support young people with experience of and/or at risk of violence related offences.

The role will involve working with targeted young people aged 10–17, on a one-to-one basis, motivating them to work towards positive behaviour changes. Through the use of sport, mentoring and facilitated support, the project aims to encourage young people to access positive pathways such as education, employment, training and community provision.

The post holder will be jointly responsible and accountable for making sure all related KPI's and targets are met. Ensuring high quality monitoring and evaluation methods and techniques are in place is a crucial component of this to meet the needs of the commissioners and target audience, including safeguarding.

Working in partnership with the Comms team, the post holder will also assume responsibility for ensuring that the marketing and promotion needs of the programme are met.

Blackpool FC Community Trust are based at Bloomfield Road Stadium and is the independent charitable arm of Blackpool FC, with a focus on engaging, developing, inspiring and supporting the people of Blackpool to live better lives.

Main Roles and Responsibilities

- Mentor young people with experience of and/or at risk of youth violence offences, through the use of sport and physical activity.
- Undertake outreach in local communities where ASB rates are high and engage with young people.
- Produce detailed session notes for each young person.
- Keep accurate files, data and records relating to young people and projects.
- Work with individuals and/or groups from a range of backgrounds.
- Attend multi-agency meetings to discuss young people's progress and provide updates.
- Support young people to access education, employment, training and community provision.
- Deliver projects to a high standard, working towards pre-defined KPIs.
- Regularly liaise with other DIVERT Youth Mentors from Lancashire CCO's to share best practice.
- Undertake regular supervision and appraisals with Line Manager.
- Undertake project evaluation and monitoring as required.
- Create promotional content for social media, including participant/project case studies.
- Attend related networks, meetings and events, supporting partnerships and sharing good practice.
- Adopt a multi-agency approach to work together with partners supporting young people, including liaising with parents/carers.
- Attend training courses/sessions that are relevant to the role.
- Ensure the welfare and safety of all participants, which includes safeguarding responsibilities.
- Demonstrate positive attitudes and values towards others and work in a non-discriminative way.
- Undertake other duties and responsibilities, in line with the grade of the post.
- Promote Blackpool FC Community Trust brand and ethos in a professional, strong and positive manner.
- Work alongside Blackpool FC to promote health, education and inclusion in a positive way to the wider community. Liaise with Blackpool FC in order to utilise club resources such as player appearances and marketing.

Person Specification

Qualifications	Essential	Desirable
Full driving license and the use of a vehicle.	✓	
Safeguarding (can be completed after appointment if lapsed).	✓	
First Aid (can be completed after appointment if lapsed).	✓	
Level 2/3 in Youth Work, Mentoring or Counselling or a willingness to work toward achieving this.	✓	

Knowledge	Essential	Desirable
Knowledge of the Youth Justice system.	✓	
Knowledge and understanding of Blackpool's priorities in relation to this work.	✓	
Knowledge and experience of safeguarding requirements when working with young people.	✓	
Knowledge of Blackpool FC Community Trust and the programmes delivered.		✓
Knowledge of local partners who support young people in this area of work.	✓	

Skills & Experience	Essential	Desirable
Minimum of 2 years' experience delivering community-based programmes.	✓	
Experience of mentoring young people over extended periods of time.	✓	
Experience of delivering sporting activities to young people to achieve wider outcomes.	✓	
Experience of working with vulnerable young people within a youth work, educational or custodial environment.	✓	
Ability to build strong relationships with young people and provide support in a non-judgmental way.	✓	
Experience of data recording, monitoring and evaluation.	✓	
Experience of dealing with safeguarding concerns and taking the appropriate action in line with the organisations policies and procedures.	✓	

A proven track record of achieving set targets and outputs.	✓	
Ability to motivate, inspire and mentor young people towards achieving goals.	✓	
Excellent IT skills including intermediate abilities in all MS Office programmes.	✓	
Ability to work independently and collaboratively as a member of a team.	✓	
Excellent verbal and written communication skills.	✓	
Ability to monitor, evaluate and assess young people's progress and project performance.	✓	
Ability to build strong relationships and work collaboratively with a range of external partners.	✓	

Behaviour	Essential	Desirable
Resilient, with the ability to manage adversity and challenge in a positive way.	✓	
Trauma-informed approach to working with young people.		✓
Highest levels of personal integrity and ability to maintain trust, sensitivity and confidentiality.	✓	
Able to work independently and as part of a team.	✓	
Flexible and adaptable attitude towards work.	✓	
Innovative thinker with a drive to continually improve.	✓	
Positive attitude and strong focus on teamwork.	✓	

Employee Benefits

- Free on-site parking
- Community Trust staff kit
- Use of a work laptop
- Allowance for work-related expenses
- Opt-in membership to the Perkbox discount platform
- Support with work-related CPD opportunities
- Club shop employee discount (20%)
- Corner Flag Restaurant employee discount (40%)
- increased annual leave after 5 and 10 years of service
- An Employee Assistance Programme

Important information about your application

Blackpool FC Community Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This role involves the supervision of and work with children and young people or vulnerable adults and therefore you will require an Enhanced Criminal Records Check (CRC) through the Disclosure and Barring Service (DBS) and clearance for work in football by the FA. As such, this post is exempt for the rehabilitation of Offenders Act (1974) and the applicant must disclose all previous convictions including spent convictions.

Blackpool Football Club Community Trust is a Forces' Friendly Employer and encourages applications from members of the Defence community.

As Blackpool FC Community Trust is a diverse organisation that respects differences in race, disability, gender, gender identity, sexual orientation, faith, background, or personal circumstance we welcome all applications. We want everyone to feel valued and included within the organisation to achieve their full potential. Blackpool FC Community Trust is opposed to any form of discrimination and commits itself to the redress of any inequalities by taking positive action where appropriate.

You provide several pieces of data to us directly during the recruitment exercise. In some cases, we will collect data about you from third parties, such as employment agencies, former employers when gathering references. Should you be successful in your job application, we will gather further information from you. If you would like to know more about the data, we collect and how we use the data please email selina.hayes@bfct.co.uk.

www.bfcct.co.uk