

**Job Vacancy:** NRF Social Inclusion Officer

**Salary & Benefits:** DOE – Competitive

**Hours Required:** Permanent Contract 37.5 hours per week (includes evenings and weekends]

**Reporting to:** NRF Social Inclusion Manager

**Based at:** Our office is based at Kingston Park Stadium, Newcastle but the majority of work will be based in the community across the north east.

Newcastle Rugby Foundation is the official charitable arm of Newcastle Falcons and Newcastle Thunder professional rugby teams. Our purpose is to make rugby the positive difference that changes lives for good.

### **What is Hitz & Futures?**

The HITZ programme is Newcastle Rugby Foundation's employability and enrichment programme which looks to support young people in the region in getting employment ready. Newcastle Rugby Foundation works in partnership with Newcastle College & New College Durham who deliver formal qualifications while the Foundation staff delivers a suite of sessions aimed at getting the students work ready, including; Self Esteem, Money Management, Proper Social Media Use, Professional Relationships and more.

Many of the students we work with come from areas of socio-economic deprivation and have not had the greatest of times in school. The HITZ programme aims to change the students' views of education and employment, dispelling some of the myths around work and raising their aspirations.

The RUGBY+ Futures programme is tailored to meet the needs of young people in education, those who are not in education, employment or training, and unemployed people in the North-east.

Developed by British Lion Tony Underwood and Olympian Chris Cook, together with acclaimed coach Lysa Morrison and the Newcastle Rugby Foundation Team, the game-changing programme that empowers individuals to reach their full potential and be the best version of themselves.

This innovative programme equips participants with essential personal characteristics that build relationships based on trust. Self-awareness, communication, resilience, and emotional intelligence are crucial for success in any area of life and are core elements of this work.

### **The purpose of this role:**

- To engage, enhance and develop social inclusion, personal development enrichment sessions with marginalised young people.
- To plan & deliver high quality Hitz/Futures classroom and physical activity sessions.
- To support young people with their academic studies, work experience, employability skills and life challenges to enable positive progression.
- To promote and recruit onto the programme through links with a network of community partners.
- To support young people, post programme, through signposting into education, employment or further training.
- To engage with and support 'The Cast' inclusive volunteering programme

**Key responsibilities as part of this role include:**

- Support learners in their emotional and physical wellbeing in order for them to achieve their ambitions both academically and in life in it's broader sense.
- Deliver high quality HITZ Learning Academy programme sessions at local colleges to level 1 and level 2 learners.
- Deliver engaging practical and theory sessions to ensure students have a high-quality experience.
- Deliver high quality Futures programme sessions at local schools and colleges to learners who require support with emotional intelligence, building relationships and resilience.
- Ensure all impact monitoring and evaluation administrative tasks are completed promptly.
- Identify potential HITZ Learning Academy students through work with community partners.
- Promote Newcastle Rugby Foundation within the community.
- Develop partnerships with key organisations and stakeholders to promote and develop opportunities from our Futures and HITZ programmes.
- Assist the Social Inclusion Manager in preparing and submitting impact reports.
- Support 'The Cast' inclusive volunteers at Newcastle Falcons home games.
- Deliver CPD and mentoring for The Cast.
- Identify and recruit volunteers for The Cast volunteer programme
- In addition to the duties which this job normally entails the employee may from time to time be required to undertake reasonable additional or other duties for the benefit of the Newcastle Rugby Foundation.

**Key performance indicators:**

- Supporting Hitz and Futures learners achieve positive personal outcomes through impact measurement and case studies.
- Support HITZ Learning Academy students into positive destinations post programme.
- Develop new HITZ & Futures programmes across the region
- Number of participants engaged and retained on the Hitz learning academy.
- Engage local community centres and businesses to recruit Cast volunteers
- Increased engagement of various community groups with The Cast.
- Feedback on quality of experience from stakeholders and participants.

**Essential:**

- Experience of delivering youth work or sport for inclusion.
- Experience of delivering enrichment sessions and physical activity to participants with a wide variety of backgrounds, ages and ability levels.
- A good understanding of issues affecting local marginalised young people.
- Enthusiasm and passion for supporting and developing young people to achieve positive outcomes.
- Experience in planning and managing personal workload.
- An understanding of and commitment to equality, diversity, inclusion and safeguarding.
- Experience of dealing with and reporting safeguarding issues.
- Ability to gain enhanced DBS clearance
- Current UK Driving License & access to a car
- Share the Foundation's Rugby+ values

**POSITIVE ENERGY**

**LET'S MAKE CONNECTIONS**

**UP FOR A CHALLENGE**  
**SUPPORTIVE AND CARING**

**Desirable:**

- Experience in measuring and reporting the positive impacts young people make on their personal and academic journey.
- Experience of working with people with additional needs.
- England Rugby Coaching Award or other Level 2 sports coaching equivalent.
- Experience of delivering/coaching practical activities.
- Experience of leading young people on away trips, site visits and residential.
- Qualification relating to teaching or youth work.
- Links to local community projects and charities.
- First aid qualification

**People dimensions:**

- Ability to form strong and authentic relationships with participants.
- Excellent organisation & communication skills with an ability to manage your own workload.
- Ability to work as part of a team creating and maintaining strong working links and relationships with both internal and external partners.
- Ability to work across multiple Newcastle Rugby Foundation programmes.
- Ability to work to a flexible schedule including evenings and weekends
- Ability to make decisions and use own initiative

**Safeguarding**

- Newcastle Rugby Foundation take safeguarding very seriously and is committed to ensuring that all children and adults at risk are safeguarded at all times when engaging in foundation activities or services. The foundation has safeguarding policies and best practice guidelines to support this and expects all employees to adopt such policies and practices at all times.
- Newcastle Rugby Foundation adheres to strict guidelines, policies and procedures when recruiting staff who work with children and/or adults at risk and is committed to ensuring staff receive appropriate safeguarding training suitable to their role/s. Successful applicants are expected to share the foundations approach to safeguarding at all times.

**Equal Opportunities:**

- The post holder's duties must be carried out in compliance with the foundations Equal Opportunities Policy, with the Health and Safety at Work Act 1974 and subsequent Health and Safety Legislation.
- Newcastle Rugby Foundation are an equal opportunities employer, all applicants for employment will be given equal opportunities irrespective of sex, age, race, religion or belief, marriage or civil partnership, disability, sexual orientation, gender reassignment, pregnancy or maternity, ethnic or national origin.
- These duties and responsibilities should be regarded as neither exclusive nor exhaustive and the post holder may be required to undertake other reasonably determined duties and responsibilities within Newcastle Rugby Foundation, commensurate with the post without

changing the character of the post. This post requires an enhanced Disclosure & Barring Service (DBS). This post is exempt from the Rehabilitation of Offenders Act (1974). Information on all convictions including spent convictions must be declared, in line with the new Government Filtering System.

Candidate Privacy Notice is attached.

Employment is subject to satisfactory professional references, the provision of proof of eligibility to work in the UK as well as a successfully cleared enhanced Disclosure & Barring Service (DBS) check and clearance of RFU safer recruitment procedure.

Please send completed application forms with a [darren.greco@newcastle-falcons.co.uk](mailto:darren.greco@newcastle-falcons.co.uk)

We will accept no more applications after 1pm on Monday 17<sup>th</sup> February

Interviews will be held week commencing 24<sup>th</sup> February 2025 at Kingston Park Stadium.