



Blackpool's leading Youth Charity

CANDIDATE INFORMATION PACK

HEAD OF PEOPLE

ROLE PROFILE

Post:
Head of People

Salary:
£40,000 - £45,000 (*based on experience*)

Hours:
40

Location:
Blackpool & Fylde Coast

Reporting to:
Head of Chief Executive

Contract:
Permanent



ABOUT THE BOATHOUSE YOUTH

The Boathouse Youth is a Registered UK Charity who work with children and young people aged 5 to 17, from socio-economically deprived communities across Blackpool and the Fylde, to help tackle the challenges they're experiencing.

We have three programme areas each facilitating a variety of physical, creative and educational activities including centre based youth work, offsite visits and residential experiences. We also have a specialist programme for children with additional needs and disabilities. Our entire offer is fully funded and therefore free at the point of access.

Our team of highly skilled professionals interact with young people on a daily-basis to deliver well thought out programmes in an engaging way.

We aim to facilitate a safe space to improve mental well-being, promote positive behaviours, support educational growth and encourage a healthy lifestyle.

This helps young people become the best versions of themselves through increasing their aspirations and improving their relationships. Our ultimate aim is to break the cycle of deprivation and enable our young people to lead their best lives.

The Boathouse Youth aims to provide high-quality Youth Work through a variety of educational and recreational activities that will build confidence, restore self-esteem and, above all, bring happiness to the lives of its young members.

Established in 2009, we currently operate in some of the borough's "most deprived" communities: Bloomfield and Grange Park, as well as newly build centre in Fleetwood. In 2025, we worked with 3235 different children and young people with a record-breaking throughput of 28,712 engagements.

The Boathouse Youth is a product of its local communities' requirements. Our priority is to embrace those whose need is greatest, and location is paramount. We have chosen these locations due to their unrivalled levels of deprivation with more than 50% of the children residing in these areas are "living below the breadline".

PURPOSE OF THE ROLE

The Head of People is responsible for developing, leading and strengthening the BHY workforce. This role sits at the heart of our strategic ambition to build a team of highly skilled, qualified Youth Work professionals, supported by an effective and confident wider team.

You will lead on:

- Workforce development and progression (Level 1–6 JNC pathway)
- Personal Development Plans and CPD across all roles
- Embedding a culture of continuous learning and reflective practice
- Ensuring our staff understand and respond to the needs of young people

You will play a key role in ensuring BHY continues to deliver youth work that is consistent, high-quality and rooted in the real needs of young people in Blackpool. This role is about growing people, raising standards and creating a workforce that delivers an exceptional youth work offer every day.

KEY RESPONSIBILITIES

1. Strategic Leadership of People

- Lead the delivery of The BHY's workforce strategy
- Drive the ambition to employ 20 qualified Youth Work Professionals
- Shape a culture of learning, reflection and continuous improvement
- Contribute to organisational strategy as part of the Senior Leadership Team alining with National Youth Work Strategy and Policy.

2. Leadership & Line Management

- Line management responsibility of Youth Work Managers
- Deliver consistent, high-quality reflective supervision and support.
- Hold managers accountable for:
 - Staff development
 - Team performance
 - Quality of delivery
- Support managers to confidently lead, challenge and grow their teams.

3. Workforce Development & JNC Progression

- Design and embed a clear Level 1–6 Youth Work pathway
- Track and support progression of staff through JNC levels
- Ensure all staff understand their development journey and next steps
- Build a strong internal pipeline of future youth workers

4. Personal Development & Continuous Learning

- Lead on Personal Development Plans (PDPs) and appraisals across the organisation
- Identify training needs and deliver or commission CPD opportunities
- Embed a culture of reflective practice across all teams
- Create opportunities for staff to learn from delivery, each other and young people

5. Understanding Young People & Practice

- Ensure staff are equipped to understand and respond to the needs of young people
- Support teams to reflect on their practice and adapt their approach
- Promote youth work that is relationship-led, inclusive and responsive
- Ensure young people's voices inform staff development and programme delivery

KEY RESPONSIBILITIES

6. Apprenticeships & Talent Development

- Lead and oversee BHY's apprenticeship pathway
- Build strong relationships with training providers, universities and colleges
- Support the progression of young people and staff into youth work and operational roles.
- Strengthen BHY's "grow your own" workforce model.

7. People Management & Support

- Provide guidance and support to managers on:
 - Performance management
 - Staff development and opportunities
 - Wellbeing and Workforce Planning
 - Disciplinary and grievance processes.
- Ensure HR policies are consistent, compliant and reflect best practice.

8. Safeguarding & Professional Standards

- Ensure safeguarding is embedded within workforce development
- Promote high standards of professional behaviour and practice
- Work alongside the DSL to ensure staff are trained, confident and supported

THE PERSON

We are looking for a strong, values-driven leader who is passionate about people and youth work.

You will be:

- A natural leader who enjoys developing others
- Passionate about growing people and building teams
- Experienced in managing and supporting staff
- Committed to continuous learning and reflective practice
- A strong communicator who builds trust and relationships quickly
- Confident in holding people accountable while supporting their development
- Deeply aligned with the values and purpose of youth work

PERSON SPECIFICATION

Essential Experience

- Significant experience leading teams within a youth or community setting
- Experience managing and developing staff teams
- Experience designing and delivering workforce development or CPD
- Strong understanding of youth work principles and practice
- Experience implementing performance management and development processes

Essential Qualifications

- JNC-recognised Youth & Community Work qualification.
- Level 3 Safeguarding (or willingness to obtain)
- Experience contributing to organisational strategy

Desirable

- Experience developing Level 1–6 Youth Work pathways
- Experience with apprenticeships or workforce development programmes
- HR or people management training (e.g. CIPD or equivalent experience)

HOW TO APPLY

To apply for this role, **please complete our online application form** (www.thebhy.co.uk) and **send a Covering Letter to sarah@thebhy.co.uk**

Please email any enquiries to **sarah@thebhy.co.uk** or **tel: 01253 804 904**

Please note: We reserve the right to close the application process at anytime and therefore encourage early applicants.



SAFEGUARDING

The Boathouse Youth is committed to the effective Safeguarding of its Young People. This post will be recruited in accordance with the NSPCC's guidance on safer recruitment. This includes a thorough interview, scrutiny of former employment, a requirement for references and an Enhanced DBS check.



EMPLOYMENT BENEFITS

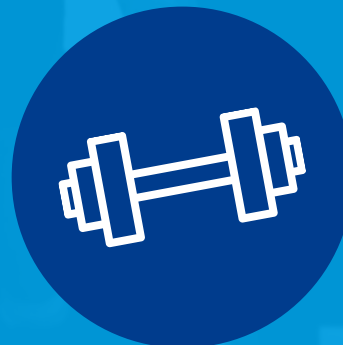
Use of Apple MacBook

Personal Development

Regular workplace social events and our annual Staff Residential

Wellbeing support – An additional 3 wellbeing days.

Village Gym Membership





For more detailed information on anything in
this document please contact us



www.thebhy.co.uk



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