

Gym Navigator

Location	Gympanzees, Brightside Park, Aust, BS35 4BL
Reports To	Centre Manager
Hours	Various
Hourly Rate	£14.00
Contract Type	Full Time / Part Time / Casual
Working Pattern	Hours / Days Per Week

Gympanzees is on a mission to do something no one in the UK has ever done before: create the first fully inclusive leisure, exercise and play centre for disabled children and young people (0–25) and their families.

Based on a 14-acre site in South Gloucestershire, our centre will include state-of-the-art activity spaces, an inclusive gym, outdoor playground, café and shop, lending library and celebration space. Once open, it is expected to welcome around 200,000 visits every year.

This is an opportunity to help shape a completely new service from the ground up and to support disabled children, young people and their families to access movement and exercise in a safe, welcoming and inclusive environment.

Purpose of the role

Our Gym Navigators will provide hands-on support within the Gympanzees gym, helping service users to access and use gym equipment safely, confidently and inclusively.

The role will initially work predominantly with disabled children and young people, with the potential to also support adults and parents/carers as the service develops. You will adapt your communication and support to the individual, helping people take part at their own pace and creating a positive gym experience.

This is not an exercise-prescription or general assessment role. Gym Navigators will not independently prescribe exercise programmes or undertake clinical assessment outside the agreed scope of the role. The Innowalk is a specific exception and relevant training will be provided for this.

As the Centre develops, there may also be opportunities to support adaptive group exercise classes once appropriately trained. Gym Navigators will work flexibly as part of the wider Centre team and may support in other areas when required.

Key Responsibilities

Gym Floor & Service User Support

- Provide a welcoming, visible and supportive presence in the gym, helping service users feel safe and confident using the space
- Support service users to access and use gym equipment safely and appropriately
- Explain and demonstrate the safe use of equipment
- Adapt communication and practical support to meet individual needs, including physical, learning, sensory and communication differences
- Support children and young people as the primary service-user group initially, with flexibility to support adults and parents/carers as the service develops

Role Boundaries & Safe Practice

- Work within agreed role boundaries, training and competence at all times
- Do not independently assess service users generally or prescribe individual exercise programmes
- Follow the agreed assessment and operating process for the Innwalk
- Recognise when a service user's needs require input from another member of the Gympanzees team and escalate appropriately
- Follow relevant safeguarding, health & safety, manual handling, emergency and incident-reporting procedures

Inclusion & Customer Experience

- Create an inclusive and encouraging environment for disabled children, young people, adults and their families
- Build positive relationships with service users and families while maintaining appropriate professional boundaries
- Use a person-centred approach, recognising that different people may need different communication, pacing, reassurance or practical support
- Listen to feedback from service users and families and share relevant observations with the wider team to support continuous improvement
- Promote choice, dignity, independence and confidence wherever possible

Equipment, Environment & Daily Operations

- Support the safe day-to-day operation of the gym and ensure the space is clean, organised, welcoming and ready for use
- Complete opening, closing and routine operational checks
- Identify equipment faults, damage, hazards or maintenance concerns and report/escalate them promptly in line with Gympanzees procedures
- Support appropriate cleaning and hygiene of gym equipment and shared areas
- Maintain accurate records or checklists required for the safe operation of the gym

Teamwork & Wider Centre Support

- Work collaboratively with colleagues across the Centre to provide a joined-up experience for service users and families
- Share relevant information with colleagues appropriately to support safe and consistent service delivery
- Attend team meetings, briefings, supervision and training as required
- Support elsewhere within the Centre when reasonably required
- Contribute positively to the development of the gym service and wider Centre as new ways of working are established

Learning & Development

- Complete required induction, safeguarding and role-specific training
- Undertake Level 2 Fitness Instructor training
- Maintain and develop knowledge and confidence in inclusive and adaptive approaches to exercise and physical activity
- Where the service develops adaptive group exercise or classes, undertake the relevant additional training before delivering these activities

Please note: This Job Description is intended to outline the main duties and responsibilities of the role and is not an exhaustive list. You may also be required to undertake other duties reasonably requested by your line manager or the organisation, appropriate to the level of the role.

Person Specification

Essential

- Experience of supporting disabled children, young people and/or adults, through paid, voluntary or relevant lived experience, with the confidence and understanding to support participation in practical or activity-based settings
- Experience or understanding of adapting physical activity, communication or the environment to meet individual needs and enable inclusive participation
- A genuine commitment to inclusion and to enabling disabled children, young people and adults to access movement and exercise safely and confidently
- Confidence communicating with people with a range of physical, learning, sensory and communication needs, and the ability to adapt your approach to the individual.
- A warm, patient and encouraging approach, with the ability to help people build confidence without taking over
- Good awareness of personal and professional boundaries, including the confidence to recognise when something is outside your competence and seek appropriate support
- Ability to follow safety procedures, instructions and agreed ways of working consistently
- Good observation and communication skills, including the ability to raise concerns and share relevant information appropriately
- Ability to work collaboratively as part of a multidisciplinary and wider Centre team
- Willingness to work flexibly and support other areas of the Centre when reasonably required

- Willingness and ability to complete required training, including Level 2 Fitness Instructor training where this is not already held
- Commitment to safeguarding and to Gympanzees' mission and values

Desirable

- Level 2 Fitness Instructor qualification or equivalent relevant fitness qualification
- Experience working in a gym, leisure, physical activity, sport or exercise environment
- Experience supporting group activities or classes
- Relevant First Aid qualification

What's in it for you

At Gympanzees, we're passionate about creating a workplace that reflects the communities we serve - a place where everyone feels empowered to bring their full, authentic selves to work. Our mission is to build an inclusive culture that encourages, supports and celebrates the diverse voices of our community and our team.

We're a small but mighty organisation, full of passion and drive. Here, your role is more than just a job - every opinion matters, and we embrace learning and taking risks to help us grow stronger together.

- **Generous annual leave and wellbeing allowance:** 33 days' paid leave (full-time equivalent), comprising 22 days' annual leave, 8 bank holidays and 3 flexible wellbeing and caring days. These flexible days can be used for emergency caring responsibilities, essential health and wellbeing needs, or simply added to your annual leave
- **Your birthday off:** An additional paid day off to celebrate your birthday, because that day is all about you!
- **Healthcare cash plan:** Helping you with the cost of everyday healthcare
- **Employee Assistance Programme:** Confidential support for your mental health, wellbeing and everyday challenges
- **Training and development:** Opportunities to build your skills, develop professionally and grow with Gympanzees
- **Sick pay and company pension:** Supporting your financial wellbeing and security
- **Gympanzees family benefit:** Access to a preferential staff rate for your family at our permanent Centre

Our commitment to inclusion

We are committed to building a diverse and inclusive team and actively encourage applications from people of all backgrounds, particularly Disabled people, people from ethnic minority backgrounds and LGBTQ+ people. As a Disability Confident Employer, we guarantee an interview to applicants who meet the essential criteria in line with our scheme commitments.

Safeguarding

The safety and wellbeing of the people who use our services, our volunteers, staff and wider community is our top priority. The successful applicant will be required to complete the appropriate safer recruitment and pre-employment checks for the role.