

Recruitment Pack for Café Assistant

Thank you for your interest in joining Polka.
“The place to be for children’s theatre” ayoungertheatre.com



This recruitment pack is designed to tell you more about us, the job role you would be doing, the skills and experience you would bring to the role and the qualities and values we’re looking for.

If you have any feedback or questions about this recruitment pack or require it in a different format, please let us know. We can be contacted on 020 8543 4888 or email hilary@polkatheatre.com

Equal Opportunities

Polka's commitment as an equal opportunities employer means we are keen to encourage applications from people of colour, people across the gender spectrum and people who self-identify as disabled, who are underrepresented in our sector.

Our newly redeveloped venue is accessible for wheelchairs and prams/buggies; most spaces can be accessed step-free.

As a children's theatre we are generally open during the daytimes and weekends, rather than evenings, making us well suited to people who have families and/or other caring responsibilities outside of work.

As an important part of our local community in Wimbledon and the London borough of Merton, we are also well suited to people who live nearby and are looking to work locally, rather than travel into or through central London.





About Polka Theatre

Polka is a pioneering national theatre for children based in Wimbledon, South West London. The first UK venue to be created exclusively for young audiences, we celebrated our 40th anniversary in 2019. We are one of just a handful of dedicated children's venues in the UK. Presenting a year-round programme of new work made at Polka, visiting shows, and Creative Learning activities for 0-12 year olds, we continue to pioneer developments in children's theatre, nurture artistic talent in the sector, and maintain an international reputation while serving local communities.

Polka is a charity and Arts Council England National Portfolio Organisation. Our mission is to empower children to navigate their world through inspirational theatre and creative experiences. Over 100,000 people visit us each year and a further 18,000+ take part in creative learning and community activities. We involve children at every stage of the creative process and lead the way in Early Years theatre for under 6s together with our academic collaborators and the EU-funded small size network.

Inclusivity is and always has been an integral part of the company's offer. In 2007, Polka pioneered relaxed performances for children on the autistic spectrum, a model which continues to be replicated across the cultural sector. We run a free ticketing scheme, enabling children from deprived areas to experience live theatre for the first time, and a range of initiatives that provide opportunities for children with particular access needs or who live in challenging circumstances to participate in our activities. We offer opportunities for all children and families regardless of age, ability, culture or background, to engage in theatre.

This is an exciting time to be joining Polka. Since opening our Wimbledon home in 1979, over 3.5 million children, parents, teachers and carers have been through our doors and we now have an opportunity to redevelop and reimagine Polka for future generations.

For more information about Polka Theatre and our work, please visit www.polkatheatre.com

Polka is funded by Arts Council England, London, registered charity number 256979.



Vision and Values

Polka's mission is to 'empower children to navigate their world through inspirational theatre and creative experiences.' We are looking for people who are conscientious, proactive and reliable in their approach to work with a willingness to learn and ability to adapt to changes and share Polka's vision:

Improving children's lives, bringing communities together, creating ground-breaking theatre.

As well as our values:

Child-centred placing children at the heart of everything Polka does

Community engaging our diverse communities of children, families, educationalists and artists

Excellent pioneering, adventurous, offering the highest quality

Memorable creating magical, meaningful experiences

Inclusive welcoming, accessible, nurturing, supportive, representative.





Job Description

This role is a casual position where we request a minimum number of hours across a rota month (2 weeks). Further details can be found in the 'Main Terms and Benefits' section below.

We are looking for a talented, enthusiastic and passionate Café Assistant, to join our Café Chef / Manager in our newly built cafe in Wimbledon. This café is really unique and is part of a wider building project, the newly refurbished Polka Theatre.

You will work with enthusiasm, energy and be passionate about food and delivering excellent customer service. You will be one of the first staff members people see when they visit Polka so, as well as serving food and making drinks, the role will involve lots of face-to-face communication, answering queries and helping people in a positive way.

Main responsibilities

- Take customer orders and payments
- Label and manage Grab & Go products
- Operate a touch screen till and be responsible for any money taken
- Count stock and order goods
- Ensure constant replenishment of counters throughout service and great food presentation
- Ensure correct storage and rotation of stocks and products, as and when required
- Assist with set up and clear down of counters, maintaining the expected level of cleanliness
- Deal with issues that arises in a professional manner while on duty
- Comply with all Health & Safety, Food Safety, Allergen & Environmental legislation
- Ensure the highest level of customer service and food standards are achieved.

All Polka team members are expected to

- Champion and honour Polka's vision and values (you can find these on the previous pages)
- Maintain confidentiality and abide by Polka's policies and procedures
- Follow Health and Safety rules at work
- Follow Safeguarding rules and legislation
- Actively ensure Equality, Diversity and Inclusion is part of Polka's culture
- Contribute to Polka's Environmental Action plan by thinking and working sustainably
- Contribute towards Polka's fundraising goals

- Take part in operational teams to help share learning, find joint solutions and drive change
- Participate in all training, development and wellbeing initiatives as required
- Undertake any other duties as may be reasonably required.

Person Specification

The following skills, knowledge and experience are required to carry out this role. There are some which we have suggested are beneficial but not essential to have.

Skills, knowledge and experience required	
1	Proven work experience in a similar environment, with a passion for food and service
2	High level of communication skills and excellent customer service skills, including presentation and manner
3	Ability to manage multiple tasks, working calmly and effectively under pressure, with meticulous attention to detail
4	Ability to work well in a team (in a group of people) and independently (alone), with initiative and a positive, creative and flexible approach
5	Ability to use Epos systems (we use PointOne) is beneficial but not essential as we will provide training
6	Ability to deliver and maintain standards in line with our vision and values; every time, without compromise
7	Experience working with the public
8	Barista experience is beneficial but not essential
9	A valid Disclosure and Barring (DBS) certificate if required or willing to undergo an enhanced DBS check (at Polka's expense) if a job offer is made subject to this being obtained





Main Terms and Benefits

Job title Café Assistant

Reporting to Café Chef / Manager

Role Casual

Salary £10.85 per hour (London Living Wage) plus holiday pay. If working 30 hours a week your salary would be £16,926 per year.

Hours an average of 30 hours per week with a flexible working shift pattern. As a children's theatre our hours are mainly daytime but weekend and some evening work are required.

Location 240 The Broadway, Wimbledon, London SW19 1SB.

Holiday 20 days per annum plus bank/public holidays.

Pension and benefits

- After 3 months you will be automatically enrolled into NOW Pensions scheme in accordance with statutory deadlines and contributions
- RISE health and wellbeing service (including face to face counselling)
- Complementary tickets for all Polka productions subject to availability
- Discounts on main meals, tea and coffee in Polka's café

Probationary period Appointment is subject to satisfactory completion of 3 months. Notice period during probation: 1 week for both you and Polka.

Notice Period 1 month for both you and Polka

Application Process

Please send the following to Hilary O'Connor, Head of Operations & Visitor Services at hilary@polkatheatre.com or post it to them at Polka Theatre, 240 The Broadway, Wimbledon SW19 1SB. Remember to include Café Assistant as your email subject line or on the envelope.



Please include:

- Current CV
- Cover letter letting us know how you meet the details in the Person Specification
- If you would prefer, you are welcome to send us a short video or audio file (no longer than 5 minutes), telling us about yourself, your current and previous job roles and any relevant qualifications and/or knowledge, skills and experience.

Please also complete:

- Please [click here](#) to download and complete our Privacy Notice from our website
- Please [click here](#) to complete our Equality Monitoring survey

The Equality monitoring questionnaire is not sent to the person named above. It helps us understand whether we are succeeding in promoting equality of opportunity and encouraging representation. It is completely separate from your application and we do not connect the two.

Recruitment for this role is ongoing, throughout the year. We aim to get back in touch with you to let you know we have received your application as soon as we can. We will also get in touch to let you know if we would like to invite you for an interview.

You can find out more about us by clicking on [this link to our website](#).

If you would like to discuss this role in more detail please contact Hilary on hilary@polkatheatre.com / 020 8545 8334

Interview Process

Interviews will be held at Polka Theatre with Hilary O'Connor (Head of Operations & Visitor Services) and our café consultant Jamie Grainger-Smith.

We will let you know if there is anything in particular that we need you to prepare in advance.

We aim to give at least half a weeks' notice ahead of the interview date.

All applicants who attend an interview will be offered feedback. It is not possible for us to give individual feedback if you have not been selected for an interview.

Thank you very much for your interest in this role. We look forward to hearing from you.

