

KINETIC

**RECRUITMENT
PACK**

DECEMBER 2022



BECOME A YOUTH WORKER WITH KINETIC YOUTH

Dear Applicant,

Thank you for expressing an interest in becoming a Youth Worker with Kinetic Youth Ltd. The purpose of this pack is to provide you with all the information you need to decide whether you want to apply to work with us, and if you do, what would be the appropriate role for you to apply for and where.

Please start by reading the detail about who we are and what we do so you can make an informed decision about whether you want to work for us and do this job.

Once you have decided you wish to continue, please read through details of the roles we have available. This will enable you to decide which role is most suited to you and then you can decide whether the role offers what you are looking for and if you wish to apply.

If you wish to apply you can complete the application form and decide your preferences in terms of location and hours. When deciding this please note, we are always flexible about sites and hours, so if you state your preference, we can try and match this against our need. This is not always entirely possible, however, if the role is right for you and you are right for Kinetic, we can often make an offer, get you started, and then things can develop and change to meet requirements as your employment progresses.

Two things you need to know from the start:

1. We are looking for youth workers to deliver youth work. If you are trained/qualified in another profession (nursery nursing, childcare, psychology, criminology etc) then please understand this is a different role. If you have experience of delivering youth work, your application will likely progress, if you do not, you may still progress, but you would only be able to apply for a starting position in youth work. If you have qualifications in youth work (JNC recognised levels 1 to 7) this will influence which role is suitable for you.
2. Despite your experience, understand that working in the secure estate is a challenge in its own right. The environment is oppressive, many colleagues do not understand what we do, and we are challenged on a daily basis. Despite this, the young people respond well to Kinetic and the impact the work can have is of huge benefit to them and gives great job satisfaction. To recognise the challenges, Kinetic regard staff welfare as incredibly important and provide various methods of professional support to respond to this.

If, after reading the information in this pack, you are confident that you would like to apply to work with Kinetic Youth, then please complete the application form, attached to the email with this recruitment pack. Please complete the application form on a computer, in as much detail as possible and then return it to applications@kineticyouth.co.uk as soon as you are able. We will then contact you.

If you are still unsure or require further information, please do email me at recruitment@kineticyouth.co.uk and I will respond with further information.

Thank you for your interest. We look forward to receiving your application.

Gess Aird,
Chief Executive Officer,
Kinetic Youth Ltd



WHO WE ARE

KINETIC is a social enterprise that uses youth work methodologies to support young people to improve their lives. We work with those in, or at risk of becoming involved in, the youth justice system.

Primarily, we deliver Youth Work Services for young people housed within the secure estate. We build voluntary relationships with young people and support them to try new things, gain new skills and gain information that will help them understand their world better. The support we offer depends on what the young people want and need, and continues as long as they want it, to support them to re engage within their lives, their community and create a better future for themselves.

WHAT WE DO

We provide training and direct delivery to Youth Offending Institutes, Youth Offending Services, schools and colleges, Integrated/Youth Services and other local, national and public sector organisations. We specialise in youth work in youth justice and using interactive, participative group work methodologies, we focus on increasing youth participation, providing accreditation and developing peer mentoring.

Kinetic's aim is to work with young people to develop their skills, knowledge and experiences and provide them with support to enable them to access services that they can benefit from and that can improve their lives. We work with the young people to:

- Decrease negative behaviour that often leads to a reduction in engagement,
- Reduce barriers they have to engaging in services available,
- Increase positive behaviour that can increase engagement,
- Increase their engagement in services that are available to them during their time within the secure estate.

We use traditional youth work methodologies to deliver the Kinetic Youth Work Service including 121, group work, projects, workshops, outreach and accreditation.

The key to our success is maintaining our identity as youth workers and the delivery of youth work by building mutually trusting relationships based on voluntary engagement.

We deliver primarily two types of contracts:

- Prison commissioned, this delivery looks more like traditional community based youth work; positive constructive activities, youth participation, projects, evening and weekend delivery etc.,
- Education Provider commissioned, this delivery looks more like school based youth work, alternative curriculum programmes and workshop style youth work.

When working with the young people across both contracts we can support with engagement for either/both.

WHERE WE WORK

HMYOI FELTHAM, HMYOI COOKHAM WOOD, HMYOI WERRINGTON AND HMYOI WETHERBY

These establishments are Youth Offending Institutes, housing young people aged between 15 and 18 as part of the juvenile secure estate. These environments are the most challenging as they house young men fueled with testosterone. The work is challenging but incredibly rewarding.

HMP/YOI AYLESBURY, HMP/YOI DEERBOLT, HMP/YOI ELMLEY, HMP/YOI ISIS AND HMP MAIDSTONE

These are adult estate prisons where we are commissioned to work with young people aged 18 to 25. Their needs are no different to the younger young people, despite them being a little older. The environment is much more relaxed but equally as rewarding. We often deliver youth work training to adults to become Kinetic Volunteers and work alongside Kinetic Youth Workers.

BARTON MOSS - SECURE CHILDRENS HOME

These are local authority run Childrens Homes where we are commissioned to work with young people aged 10 to 17. Their needs are no different to the older young people, despite them being a little younger. The environment is much more relaxed but equally as rewarding.

LOCATIONS

SECURE ESTATES

| | |
|-------------------------------------|---------------------------------|
| HMP & YOI Aylesbury | Aylesbury in Middlesex |
| Barton Moss - Secure Childrens Home | Eccles in Manchester |
| HMYOI Cookham Wood | Rochester in Kent |
| HMP & YOI Deerbolt | Barnard Castle in County Durham |
| HMP Elmley | Eastchurch in Kent |
| HMYOI Feltham | Feltham in West London |
| HMP & YOI Feltham | Feltham in West London |
| HMP & YOI ISIS | Thamesmead in South East London |
| HMP Maidstone | Maidstone in Kent |
| HMYOI Werrington | Werrington in Staffordshire |
| HMYOI Wetherby | Wetherby in West Yorkshire |

THE ROLES KINETIC EMPLOY

Kinetic Youth employ on JNC terms and conditions. They are the national terms and conditions for youth workers, governed by the National Youth Agency. There have training and experience requirements in relation to the suitability of roles. Kinetic have mapped our roles a few points up the scale to reflect the challenges of the role. To reflect the required unsociable hours of work, the terms and conditions provide good benefits and annual leave entitlement.

YOUTH SUPPORT WORKER - JNC POINTS 6 TO 10

This role focuses on the youth work delivery. There is no management responsibility. Individuals are required to deliver the work with young people and young adults. There is time built into the role for preparation and planning, which includes the sessional planning and evaluation.

This role does not necessarily require a qualification in youth work. Nor does it require vast amounts of experience of delivering youth work. It does require some experience of working with young people and young adults. For anyone wishing to get into youth work, this would be the role they would start at.

YOUTH WORK SUPERVISOR - JNC POINTS 11 TO 15

This role focuses on the youth work delivery. Individuals are required to deliver the work with young people and young adults. There is time built into the role for preparation and planning, which includes the sessional planning and evaluation. There are some additional responsibilities around curriculum planning and accreditation.

The difference with this role is a worker has youth work experience and a level three JNC qualification. This enables them to deliver at a higher professional capacity than the Youth Support Worker.

We require all Youth Support Workers to work towards completing their level three qualification (funded by Kinetic) and becoming Youth Work Supervisors.

SPECIALIST YOUTH WORK SUPERVISOR - JNC POINTS 16 TO 17

This position was specifically designed for a number of individuals:

1. Those who have lots of experience of youth work (which commands the higher salary) but do not hold the JNC degree qualification
2. Those who have experience and the JNC qualification, but for whom there is no Youth Work Coordinator position (see below) available;
3. Those who are bringing a specific skill or knowledge base (which commands the higher salary) with them, for example a child protection specialist or a media professional.

Again, with this role, Kinetic would require the individual to work towards completing their level three JNC qualification (funded by Kinetic).

THE ROLES KINETIC EMPLOY

YOUTH WORK COORDINATOR - JNC POINTS 16 TO 21

The Youth Work Coordinator delivers 60% of their time, 22 hours a week, and is responsible for the planning and evaluation and sessional evaluation completion for these sessions. The Youth Work Coordinator has 40% of their time for their management responsibilities. These focus on the development and facilitation of curriculum planning and accreditation. Their management responsibilities can also include staff management (usually part time, student and volunteers) and reporting. The Youth Work Coordinator also acts as deputy to the Senior Youth Work Coordinator when required.

This role requires the JNC degree (levels 5, 6 or 7) and a number of years of experience of delivering youth work in a variety of settings. There are limited roles at this level, usually one per contract, but with staff moving on we often have vacancies.

SENIOR YOUTH WORK COORDINATOR - JNC POINTS 22 TO 27

The Senior Youth Work Coordinator delivers 40% of their time, 15 hours per week. The rest of their time is spent managing. They are responsible for the management, development and delivery of all the youth work across the site. They are the site Kinetic Youth Work Service manager and are accountable for all delivery targets and all processes and procedures relating to said delivery targets. They are responsible for liaising with the establishment Governors, colleagues and all partners to ensure the success of the work.

The Senior Youth Work Coordinator is a member of the Kinetic Senior Management team and is responsible for contributing and responding accordingly to organizational demands.

This role requires the JNC degree (levels 5, 6 or 7) and a management qualification is preferable, but not required. The role requires many years post qualification experience of delivering and managing youth work in a variety of settings. There are limited roles at this level, usually one per establishment, but with staff moving on we often have vacancies.

VOLUNTEERS

Kinetic are always willing and able to employ volunteers to join the team. If you are new to youth work this is often a great way to get started. Volunteers are recruited to a role, any of the above, and are subject to a contract the same as any paid employee; they just aren't paid. Volunteers' commitment is contracted so we are able to rely on them, however the volunteer governs the details of that commitment in line with the delivery.

Volunteers are treated in the same supportive way as any Kinetic employee.

STUDENT PLACEMENTS

Kinetic are always willing and able to take on and support anyone undertaking any youth work qualification that requires a placement. As with volunteers, they are given the same rights and support as a paid employee yet they are also provided with the levels of support they need to complete their course successfully.

Students often remain with Kinetic once their placement hours/course has finished.

THE KINETIC PAYSCALE

| | | | Youth Support Worker | | Professional Youth Worker | | |
|-----------|------------|--------------|----------------------------------|--|---------------------------|------------|-------------------------------|
| JNC point | JNC salary | Pay per hour | Kinetic role | | JNC point | JNC salary | Kinetic role |
| 6 | 19,975 | 10.38 | Youth Support Worker | | | | |
| 7 | 20,271 | 10.54 | | | | | |
| 8 | 20,949 | 10.89 | | | | | |
| 9 | 21,814 | 11.34 | | | | | |
| 10 | 22,491 | 11.69 | | | | | |
| 11 | 23,584 | 12.26 | Youth Work Supervisor | | | | |
| 12 | 24,651 | 12.81 | | | | | |
| 13 | 25,756 | 13.39 | | | 13 | 25,756 | |
| 14 | 26,900 | 13.98 | | | 14 | 26,900 | |
| 15 | 27,678 | 14.39 | | | 15 | 27,678 | |
| 16 | 28,491 | 14.81 | Specialist Youth Work Supervisor | | 16 | 28,491 | |
| 17 | 29,291 | 15.22 | | | 17 | 29,291 | |
| | | 15.64 | | | 18 | 30,096 | Youth Work Coordinator |
| | | 16.06 | | | 19 | 30,895 | |
| | | 16.47 | | | 20 | 31,697 | |
| | | 16.94 | | | 21 | 32,597 | |
| | | 17.47 | | | 22 | 33,617 | Senior Youth Work Coordinator |
| | | 17.99 | | | 23 | 34,611 | |
| | | 18.51 | | | 24 | 35,609 | |
| | | 19.03 | | | 25 | 36,615 | |
| | | 19.55 | | | 26 | 37,620 | |
| | | 20.08 | | | 27 | 38,625 | Area Manager |
| | | 20.60 | | | 28 | 39,643 | |
| | | 21.13 | | | 29 | 40,652 | |
| | | 21.65 | | | 30 | 41,663 | |
| | | 22.01 | | | 31 | 42,345* | |
| | | 22.59 | | | 32 | 43,466* | |

POINTS TO CONSIDER

Any experience of working within Youth Justice or delivering informal education within a classroom setting will positively support your application, at any level.

The phrase often used 'youth work' means delivering youth work. It is not a generic term for and does not encompass all types of 'working with young people'.

Kinetic endeavor to keep workers who fit Kinetic; this look like delivering great youth work, working hard and being able to deliver within the challenging environment. Where possible we support professional development, including gaining youth work qualifications relevant to progression.

HOURS OF WORK

Kinetic delivery covers evenings and weekends and all workers, regardless of the position, are expected to deliver across the timetable.

Part time positions are available in Youth Support Worker, Youth Work Supervisor and Specialist Youth Work Supervisor roles. Job shares for Youth Work Coordinators can also be considered.

Options for contracts that cover delivery across a number of sites can also be considered if an individual requires substantial part time or a full time role, which is not available at a single site.

HOW TO APPLY

To apply for a position with Kinetic Youth please complete the application form attached to the email sent with this recruitment pack. Please follow the guidance below to ensure your application is completed correctly.

Where necessary the boxes do expand.

You must email your completed form to applications@kineticyouth.co.uk

Please do not print and complete your application form, we require this completed using a computer and then emailed to us. **It is your responsibility to ensure the form is completed correctly, saved in the word format and submitted correctly.**

PERSONAL DETAILS

Please ensure you provide all the personal details requested, in full. It is essential we have this information so we can begin the processes of vetting if you're successful.

All personal information provided will be destroyed if you are not successful. If you are successful personal information will be saved on a secure computer during your employment and for two years post employment. In signing your application form you consent to this

POSITION DETAILS

It is important you highlight your preferences on the form for the position you are applying for, as detailed above, and the qualifications you have. If you do not have the qualification the role you're applying for requires, you will likely not be shortlisted, so please ensure you read the information above and chose carefully.

Please highlight the location/s you are interested in working in, given the information above about the difference sites. Please also highlight your preferences for hours of work.

TELL US WHY YOU'RE APPLYING FOR THE JOB

We'd like to know a little more about your motivation for working for Kinetic Youth, delivering youth work, and/or delivering youth work within the secure estate. Be as detailed as you'd like.

DETAIL YOUR JOB HISTORY

Be sure to complete all aspects of the questions for all roles undertaken. We need to know all the work you've done, including voluntary work. We need to know the start and finish dates of each role and reasons for any gaps in employment. We need to know the employers name and address. We also need to know your job title and the responsibilities you had in these jobs. We also need to know the salary you were on in that job and why you left, if you did.

Every aspect of the information about your roles is important as it allows us to form a picture of your employment which helps figure out if you're right to be shortlisted. The absence of any of the requested information not only does not help this, but it also shows us you are not great at detail and/or completing a form, which doesn't look good. So, take your time.

DETAIL YOUR EDUCATION

Again, please provide all the information as requested, including the dates, the subject, the awarding body or institution and the qualification or grade. If you have a qualification in youth work and you only right the name of the place you studied, we can't see you've got a qualification, so it's all important.

EVIDENCING YOUR EXPERIENCE

This final section tells us a great deal more than just what you write, including how much you know about youth work and how good you are at certain aspects of it; for example, if you can't articulate skills, how can you support young people to develop their skills. So, we advise completion of this by referring to the job description and person specification for the position you are applying, this can be found on the original recruitment pack email. We suggest you take each point on the person specification and tell us what you have in relation to it, whether that's skills, knowledge or experiences. Be as succinct as you can so we don't have reams of description to read but can get an accurate picture of what you have done that will support your application.

REFERENCES AND SIGNATURE

Please provide all the information requested for two references, one must be your current/most recent employer.

Please sign and date the form.

SUBMITTING YOUR APPLICATION

You must email your completed form to applications@kineticyouth.co.uk

You will receive email notification of receipt of your form

WHAT HAPPENS NEXT

STAGE ONE SHORTLISTING TO INTERVIEW

We have criteria for shortlisting from application forms. The criteria is slightly different for each role. At this stage we require basic information to progress your application including:

- Do you have the appropriate qualification for the role you are applying for
- Do you have experience of (varies depending on role)
 - Working with young people
 - Delivering youth work
 - Managing youth work

STAGE TWO ZOOM INTERVIEW WITH KINETIC YOUTH OPERATIONS MANAGER

A telephone interview will be undertaken with Kinetic Operations Manager. This will be a twenty-minute interview where we will ask certain questions to explore your understanding of:

- What youth work is and its value to young people
- Specific topics including equal opportunities, diversity, child protection and safeguarding
- What you would bring to the organisation and young people, including your skill base
- How would you respond in certain delivery situations
- Your availability and flexibility in relation to the role and organisation requirements

In addition to this you may be invited to present your thoughts on a given subject/question. The subject/question would vary for the job role.

This process would not necessarily be required for volunteers or and student placements.

STAGE THREE LOCAL INTERVIEW WITH KINETIC WORKERS AND YOUNG PEOPLE

You would be invited to attend an interview local to the establishment for which you were applying where you would be interviewed by Kinetic colleagues and young people. Colleagues would find out more about you and your offer to the young people, the team and their delivery.

You would also be asked to deliver a group work session to a couple of young people. This would be a planned session where we would require your session plan evidence. You would deliver this workshop with the young people and they would ask you a number of questions.

Young people and colleagues would have the final decision over the job role offer - GOOD LUCK!

A person wearing a bright yellow hoodie, blue denim shorts, and yellow sneakers is captured in a dynamic breakdancing pose. They are leaning forward with one leg extended and hands on a graffiti-covered wall. The wall is textured and features various graffiti tags in white, red, and blue. The overall scene is lit with dramatic, low-key lighting, creating a gritty, urban atmosphere.

KINETIC

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