



## Youth Worker (Dewsbury)

April 2026

Job Title:	<b>Youth Worker</b>
Hours:	37 hours per week
Dates:	Initially fixed until 31 March 2029 (continuation of the post is subject to funding)
Based at:	Various community venues in Dewsbury with opportunities for some home working (to be set out in the Employment Contract)
Salary:	£36,364 (based on JNC Pay Point 18)
Benefits:	25 days annual leave plus bank holidays and 4% employer pension contribution.
Reporting to:	CEO
Supervising:	Youth Support Worker (21 hours per week)

### **1.0 ROLE SUMMARY**

This Youth Worker post will lead the delivery of the **Next Gen Dewsbury** programme, funded by the National Lottery Community Fund. The post also aligns with KYA's 3 key aims:

- To provide infrastructure support to the community youth sector in Kirklees
- To develop programmes and partnerships which benefit local young people and member youth organisations of KYA.
- To act as the voice and influence for the sector

KYA's vision is for "*a vibrant community youth sector across Kirklees*" and this role is to ensure we:

1. Put local young people's voices at the heart of a youth offer in Dewsbury
2. Develop and maintain a Youth Partnership Group in each of the 3 Dewsbury ward areas
3. Develop and implement Youth Plans which address local needs in the 3 wards
4. Create and promote termly Youth Activity Programmes in each ward
5. Establish a new weekly youth work session in Chickenley and Thornhill.
6. Build meaningful links with the 9 high schools across Dewsbury (mainstream, Alternative Provision and Faith schools) as well as with electively home-educated young people
7. Build the capacity of existing KYA member youth organisations operating in the area
8. Connect with other strategic partners and partnerships in Dewsbury to improve outcomes for local young people

## **2.0 DUTIES AND RESPONSIBILITIES\*** (see bottom of P10)

### **2.1 Youth Voice**

- Using the approved Kirklees Youth Activities Survey template, you will begin your role by gathering the views of local young people to inform the development of a core youth work offer for Dewsbury.
- Leading on from the survey, you will plan and deliver some place-based youth focus groups to further engage, and start to build the skills and knowledge of, a core group of local young people.
- Using a structure decided by the young people, you will facilitate their ongoing youth voice group in one Dewsbury-wide group e.g. Dewsbury Youth Committee, Dewsbury Young Advisors Group (to meet termly).
- You will signpost young people to further youth voice opportunities, such as those offered by the Regional Youth Work Unit.

### **2.2 Youth Partnerships**

- You will lead a Youth Partnership group in each of the 3 Dewsbury ward areas, bringing delivery organisations and key stakeholders together once a term (i.e. 3 times a year). Ideally one meeting a year should be face to face. The Dewsbury West Youth Partnership has already been established.
- You will maintain the Terms of Reference for the Partnership Groups, so the purpose remains clear. There is already one in place for the Dewsbury West Youth Partnership.
- You will keep a record of every meeting and share it with the Partnership Group members within 5 working days.

### **2.3 Youth Plans**

- With a direct link to the Kirklees Youth Development Partnership Board's Needs Assessment and Gap Analysis, you will create a Youth Plan for each of the 3 wards in conjunction with the Youth Partnership Groups and the Dewsbury youth voice group.
- The purpose of the Plans is to identify and maintain a core youth work offer.
- The Youth Plans should be reviewed and updated at every Partnership Group meeting.

### **2.4 Youth Activity Programmes**

- Using the KYA template on Canva, you will produce a termly programme/timetable of out of school youth activities for each ward area in Dewsbury. This should be signed off

- by the Youth Partnership groups. The programme will outline the core youth work offer as well as any other free or low cost out of school activity aimed at young people
- You will promote the programmes to young people, families, schools, professionals and any other stakeholders.

### 2.5 Core Youth Work Offer

- You will run a new weekly (term-time only) 2-hour youth work session at Thornhill Children Centre and Chickenley Children Centre to complement one already established at Dewsbury Moor Children Centre, run by local organisation Streetwyze. These youth sessions will form part of the Kirklees Families Together programme. You will be supported by a qualified Youth Support Worker.
- You will recruit volunteers to support the sessions in line with KYA policy and practice.

### 2.6 Outreach to Education settings

- You will promote the core youth work offer to young people at 9 high schools across Dewsbury:
  - Dewsbury East (Manorcroft Academy)
  - Dewsbury South (Ravenhall School, Rida Boys and Girls High Schools, Thornhill Community Academy)
  - Dewsbury West (Westborough High School, St John Fisher Catholic Voluntary Academy, Ethos Academy and Branch Christian School)
- You may offer the schools your resource to run a lunchtime or after-school session with the clear purpose of promoting the community-based youth offer (this could be offering 1-1 support or group work e.g. wellbeing group, social action group, Girls' group, Boys' group etc.) for young people at risk of poor outcomes.
- You will offer to promote the local youth offer at year group assemblies and at key school events e.g. transition days, parent evenings.
- You can offer to support the schools with one-off projects that contribute to young people's personal, social, educational or political development if this also promotes the community offer.
- You will promote safeguarding throughout all delivery and identify and act on any safeguarding concerns in line with the KYA Safeguarding Policy and Procedure.
- You will undertake Risk Assessments prior to activities and undertake dynamic Risk Assessments during activities.

### 2.6 Capacity Building

- You will support local organisations to achieve “Quality for Youth” **Bronze** (part of the bespoke KYA quality assurance framework).
- You will identify training needs, and youth work career aspirations, of staff or volunteers in local organisations and share relevant opportunities with them.
- You will support organisations delivering youth provision to improve their practice in line with professional youth work principles e.g. help to create session plans and deliver more in-depth youth work programmes, as per the NYA’s (National Youth Agency) Youth Work Curriculum.
- You will roll-out the Young Leaders Award with core offer providers.
- You will support core offer organisations to successfully monitor and evaluate their provision so that KYA can evidence outputs, outcomes and impact.
- You will work with TSL Kirklees to promote volunteer opportunities in core delivery organisations.
- You will provide bid writing support to organisations delivering youth work in Dewsbury.
- Being accessible to *all* young people is important to KYA and you will ensure there are no barriers for young people wanting to attend provision.

### 2.8 Fundraising

- You will build relationships with local business to encourage them to support the youth offer (e.g. with resources, space, volunteering capacity).

### 2.9 Partnership Working

- You will network and link with other relevant strategic partnerships e.g. the Dewsbury & Mirfield Families Together Partnership and the Dewsbury & Mirfield Place-Based Partnership with the aim of promoting the core offer and identifying and addressing unmet needs of local young people.
- You will build relationships with local business to encourage them to support the youth offer (e.g. with resources, space, volunteering capacity).

### 2.10 Miscellaneous

- You will manage a small budget and maintain appropriate records.
- You will build relationships with local grant-giving charities.
- You will set up a donation portal for the Dewsbury youth offer.

**3.0 PERSON SPECIFICATION**

	<b>Essential</b>	<b>Desirable</b>
JNC recognised L6 professional qualification in Youth Work (usually degree) or extensive understanding and a minimum of 5 years' experience of delivering youth work	<b>Yes</b>	
Able to build supportive relationships with young people	<b>Yes</b>	
Experience of planning and delivering youth work sessions	<b>Yes</b>	
Good inter-personal skills and ability to develop relationships with diverse partners and stakeholders	<b>Yes</b>	
Awareness of and commitment to equality, diversity, inclusion issues and anti-oppressive practice	<b>Yes</b>	
Awareness of and commitment to safeguarding good practice	<b>Yes</b>	
Ability to manage your own workload	<b>Yes</b>	
Experience of working within a performance management framework and achieving good project/programme outcomes	<b>Yes</b>	
MS Office skills e.g. outlook, excel, PowerPoint, Teams	<b>Yes</b>	
Experience of delivering youth voice projects		<b>Yes</b>
Fundraising experience		<b>Yes</b>
Social media skills		<b>Yes</b>
Use of a car and full UK driving license		<b>Yes</b>
Commitment to further training and professional development		<b>Yes</b>

**4.0 WHAT YOUR WEEK MAY LOOK LIKE**

Green text indicates activities that will take place every week / Blue text indicates activities that will take place monthly

Example:

	Mon	Tues	Wed	Thurs	Fri	Sat	total
<b>Youth social action</b>			Planning next youth committee meeting 1		Arranging for youth volunteer takeover at Parkrun 1		2
<b>Session delivery</b>		Dewsbury East Youth Session (planning & delivery) 4	Home-ed youth group 2	Dewsbury South Youth Session (planning & delivery) 4			10
<b>Outreach project</b>	Plan Friday's workshop 1	Distributing youth session flyers round town centre 1		Year group assembly at Westborough High 1	Wellbeing workshop at Alternative provision 1	Go out with KC detached team 2	6
<b>Capacity building</b>	Fundraising support 2	Fundraising support 2	Supporting with Safeguarding policies & procedures 2				6
<b>Youth Partnerships</b>	Update Dews East Youth Plan 2		Attend online community safety meeting 1				3
<b>Youth programmes of activities</b>	Drafting Dews South programme 1.5						1.5
<b>Training &amp; development</b>			Supervision session with manager 1.5		Safeguarding online refresher 2		3.5
<b>Monitoring &amp; Evaluation</b>					Update Juice system reflective log & outcome stars 2		2
<b>Miscellaneous</b>	Emails 1	Emails 0.5		Emails 0.5	Emails 1		3
<b>Daily total</b>	7.5	7.5	7.5	5.5	7	2	37

Another example:

	Mon	Tues	Wed	Thurs	Fri	Sat	total
<b>Youth social action</b>				Prepping for youth committee meeting 1		Youth Committee meeting 2.5	3.5
<b>Session delivery</b>		Dewsbury East Youth Session (planning & delivery) 4	Home-ed youth group 2	Dewsbury South Youth Session (planning & delivery) 4			10
<b>Outreach project</b>	Comms to Education settings 1	Visiting Young Carers session 2	Year group assembly at Manor Croft Academy 1		Planning transition activities for yr 6 2		6
<b>Capacity building</b>	Organising first aid training 2		Supporting org. with Risk assessments 2	Fundraising support 2			6
<b>Youth Partnerships</b>	Update Dews South Youth Plan 2		Attend Families Together meeting 1				3
<b>Youth programmes of activities</b>	Drafting Dews East programme 1.5						1.5
<b>Training &amp; development</b>					Online training 2		2
<b>Monitoring &amp; Evaluation</b>					Update Juice system reflective log & outcome stars 2		2
<b>Miscellaneous</b>	Emails 1	Emails 0.5		Emails 0.5	Emails 1		3
<b>Daily total</b>	7.5	6.5	6	7.5	7	2.5	37

**5.0 PLANNED OUTPUTS**

OUTPUT	HOW	TARGET	EVIDENCE
Young people participating in the development of the offer	Youth Activities Surveys	400 young people	No. of surveys completed
Young people with safe space to go to with trusted adult where they can engage in youth work programmes	In three youth hubs over 3 years	Yr1 – 85 young people Yr 2- 145 young people Yr 3 – 200 young people	No. of individual young people registered on Juice system
Young people aware of youth development opportunities in Dewsbury	Outreach & detached sessions	800 young people	No. of young people given a flyer about provision
Young people involved in decision-making and leading the development of a youth offer	Young leaders (youth forums, youth committee)	50 young people	No. of individual young people registered on Juice
Organisations gaining youth work skills and knowledge	Upskilling	15 grassroots community organisations	Record of organisations receiving 121 support, attending training etc.
Organisations demonstrating improved youth work practice	Upskilling – engaging with KYA’s Quality for Youth Bronze Standard	4 organisations	Achievement of QfY Bronze Standard
Increased collaboration between community youth sector stakeholders	Engagement with Youth Partnerships	20 individuals/ organisations/teams	Youth Partnership Attendance lists
Community Offer more connected to schools & EHE young people	Outreach work	10 education settings	Reports of engagement completed
Offer supported by volunteers and placement students	Volunteers recruited	12	KYA Volunteer register
Young people with safe space to go to with trusted adult where they can engage in positive activities	Young people engaging in the wider offer	No target	Social media engagement

**6.0 DESIRED OUTCOMES**

**Young people accessing the open-access youth work sessions**

Outcome area	Outcome	How we will measure
Health & wellbeing	More positive about emotional and mental health, able to deal with ups and downs and more aware of looking after their health	Outcome Star: Youth Star
Hopes & dreams	More positive about life and more motivated to do well	Outcome Star: Youth Star
Interests & activities	Increased participation in activities that they enjoy and that build their skills	Outcome Star: Youth Star
Education and work	Getting on better with school, training or work	Outcome Star: Youth Star
Communicating	Can express themselves better and listen more to other people's views	Outcome Star: Youth Star
Choices and behaviour	Make better life choices, stay out of trouble and keep themselves safer	Outcome Star: Youth Star

Target: 65% of regular attendees to the open-access youth work sessions will report positive outcomes against the Outcome Star Youth Star

**Young people taking part in social action (youth forum, youth committee etc.)**

Outcome area	Outcome	How we will measure
Aspiration	More determined to achieve their goals now and in the future	Outcome Star: Shooting Star
Contribution	More involvement in activities that help others (making a difference for other people)	Outcome Star: Shooting Star
Confidence	More confident (even when their ideas are different from other people's ideas)	Outcome Star: Shooting Star
Learning	More engaged in their personal learning (putting in more effort)	Outcome Star: Shooting Star



<b>People and Support</b>	More aware of people (or organisations) that can support and/or encourage them	Outcome Star: Shooting Star
<b>Communicating</b>	More able to get their ideas across in lots of situations	Outcome Star: Shooting Star

Target: 75% of young people taking part in social action (inc. youth forums, youth committees) will report positive outcomes against the Outcome Star Shooting Star

*\*Indicates this is subject to possible change, at the discretion of the CEO, staff and/or Trustees*