



# **Joint Negotiating Committee *for* Youth and Community Workers**

**Staff Side Pay and Conditions Claim 2018**

**Submitted by Unite, Unison, NEU and UCU**

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## Summary of Claim

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The Staff Side is asking the Employers:

- i) to join with Staff Side to mount a strong campaign to promote and defend youth services including hosting regional roadshows with staff and encompassing community, not for profit and voluntary sector employers
- ii) to continue to recognise the JNC agreement and commit to maintaining it for all youth and community work staff, both in local authorities and community, not for profit and voluntary sector providers.
- iii) to give a rise of £1000 or 5%, whichever is the greater, on all grades and allowances from September 2018 and a rise of £1000 or 5%, whichever is the greater, on all grades and allowances from September 2019.
- iv) remove pay point 2 to bring the JNC pay spine in line with the Living Wage Foundation rate with a view to reaching the Minimum Income Standard by September 2020.
- v) to undertake a joint comparative review of all London and area allowances to be completed by December 2018.
- vi) to formally define an evening session as one that finishes after 6pm.
- vii) to work the English ETS and Welsh ETS to include the monitoring and validation of playwork qualifications alongside side their remit with youth work qualifications.
- viii) The JNC should set up a joint working group on youth work apprenticeships, to develop joint guidance as an appendix to the JNC Pink Book on this issue. The joint working group should report back its findings before September 2019.

# 1. Value of Youth Work and Investment in our Youth Services

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- 1.1 The Joint Staff Side Unions remain steadfast and unanimous in our support for the JNC Pink Book agreement as the best pay and terms agreement for the promotion of professional youth and community work across the UK. The context of this pay claim continues to be the legacy of huge cuts to youth and community services, pay stagnation and a year where gang related violence has spiralled again in many of our inner city areas.
- 1.2 Youth work aims for the social and personal development of young people. It achieves these outcomes through structured, informal educational activities that combine enjoyment, challenge and learning in a safe environment. These services act as an effective investment in our future as well as an educational service that develops young people into adult citizens.
- 1.3 While the only 'agenda' of youth work is the personal and social development of young people, youth work contributes towards many wider social goals. Youth services are educational and preventative services that support young people towards better futures of their own choosing.
- 1.4 The positive impacts of youth work include:
- improved engagement with school and education;
  - reducing the incidence of crime and anti-social behaviour amongst young people;
  - improvement in the wider learning and social skills of young people and helps to keep young people safe<sup>1</sup>.
- 1.5 Youth work is also hugely cost effective in the medium to longer term, as well as being socially beneficial. There is a broad evidence base "*highlighting the value of youth work in a wide range of contexts, covering both the intrinsic purpose and process of youth work and its impact on outcomes for young people and on the benefits for their communities*"<sup>2</sup>. In short, we all benefit and we could benefit yet more if cost-effective investment were to be made.
- 1.6 Yet the severe and unnecessary spending cuts being imposed on local authorities by central Government are leading to large numbers of job losses and the axing of youth services. This has meant many young people have lost vital support and services, at a time when they face a relentless assault on their standard of living and future prospects. Between 2010 and 2016 it is estimated £387 million was cut from youth service spending from across the UK.<sup>3</sup>

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<sup>1</sup> Full overview of the benefits of youth services and the wide evidence base is given in *Future of Youth Work*, Unite the Union, 2013

<sup>2</sup> *Benefits of youth work*, Unite the Union and Lifelong Learning UK, 2010

<sup>3</sup> *The Damage, A future at risk, cuts in youth services*, Unison, UK, 2016

- 1.7 The staff are the youth service. Yet in addition to headcount being reduced overall youth work staff have suffered real pay cuts, year after year. The cost savings and social benefits that flow from the youth service are dependent on the actions and performance of the staff. Too often those in local government are willing to use youth services as a positive public demonstration of their good work in a local community. Despite this there has been an unwillingness from employers to bite the bullet and fight for proper funding of the youth service – including the staff that do the daily, weekly, monthly hard work from which all the positive benefits and publicity flow. This experience is putting pressures, stress and anxiety on to the dedicated staff who have seen substantial rises to their workloads while the services and their pay has declined.
- 1.8 **Staff Side therefore calls on the employers to join with staff to mount a strong campaign to defend youth services including hosting regional roadshows with staff and encompassing community, not for profit and voluntary sector employers.**

## 2. Value of the Joint Negotiating Committee for Youth and Community Workers

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- 2.1 The Staff Side unions are unanimous in our defence of the JNC agreement as the national agreement that applies to youth support workers and professional youth workers, across all employers, statutory and voluntary.
- 2.2 The JNC agreement is a set of terms and conditions developed to suit the specific working patterns required to deliver good value, high quality youth services to local communities. It ensures that pay, terms and conditions are aligned with the requirements of delivering youth services and achieving positive outcomes for young people. The JNC also contains the National Occupational Standards, training and qualifications framework which is crucial to maintaining the high quality staffing of services.
- 2.3 **Staff Side therefore calls on employers to continue to recognise the JNC agreement and commit to maintaining it for all youth and community work staff.**

### 3. Impact of real pay cuts

3.1. Youth and Community Workers covered by the JNC received below inflation increases to their pay – a pay cut in real terms for most of the last decade (illustrated in Graphs 1 and 2 below).

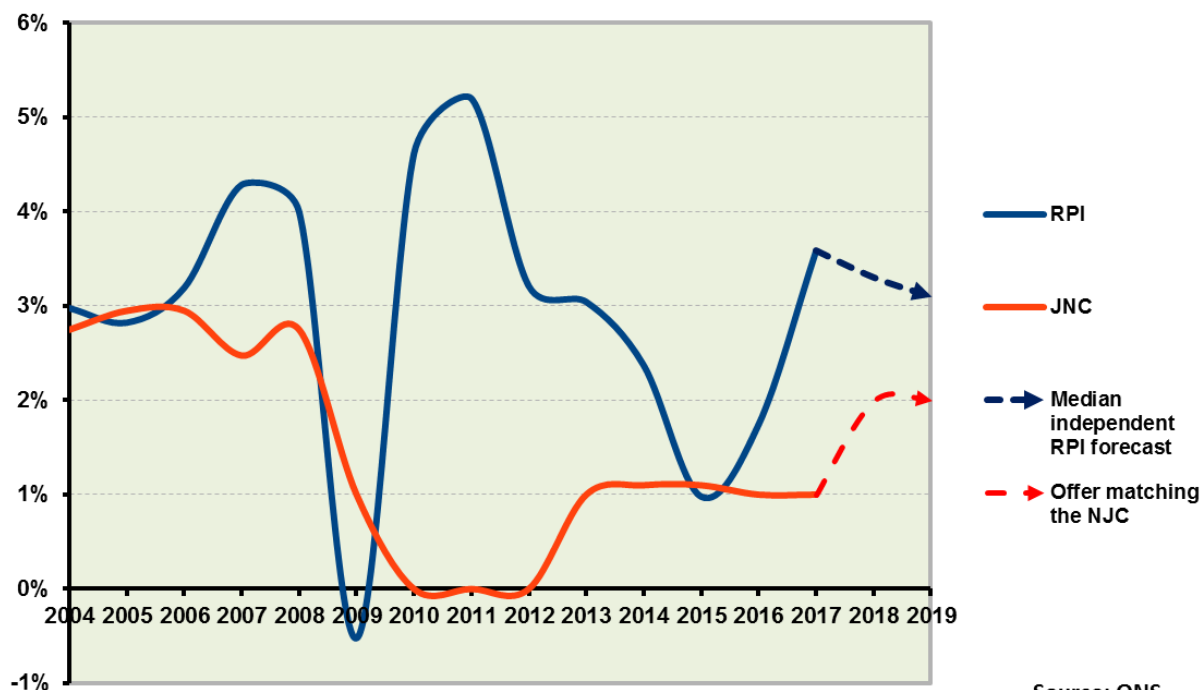
Most recently these were:

- 1% in 2018
- 1% in 2017
- 2.2% over two years between 2014-2016 only payable from March 2015 rather than in September 2014
- 1% increase in 2013-14
- No increase from 2010-13

3.2. It is clear that the Government’s public sector pay policy – euphemistically called ‘pay restraint’ – is a formal policy of real term pay cuts on hard working public sector workers that do vital jobs for all our communities and families.

3.3. Graph 1<sup>4</sup> below illustrates that inflation is expected to remain above pay rises the following years and if the employers make an offer in line with the NJC award as expected, it will likely mean continued pay cuts for community and youth workers.

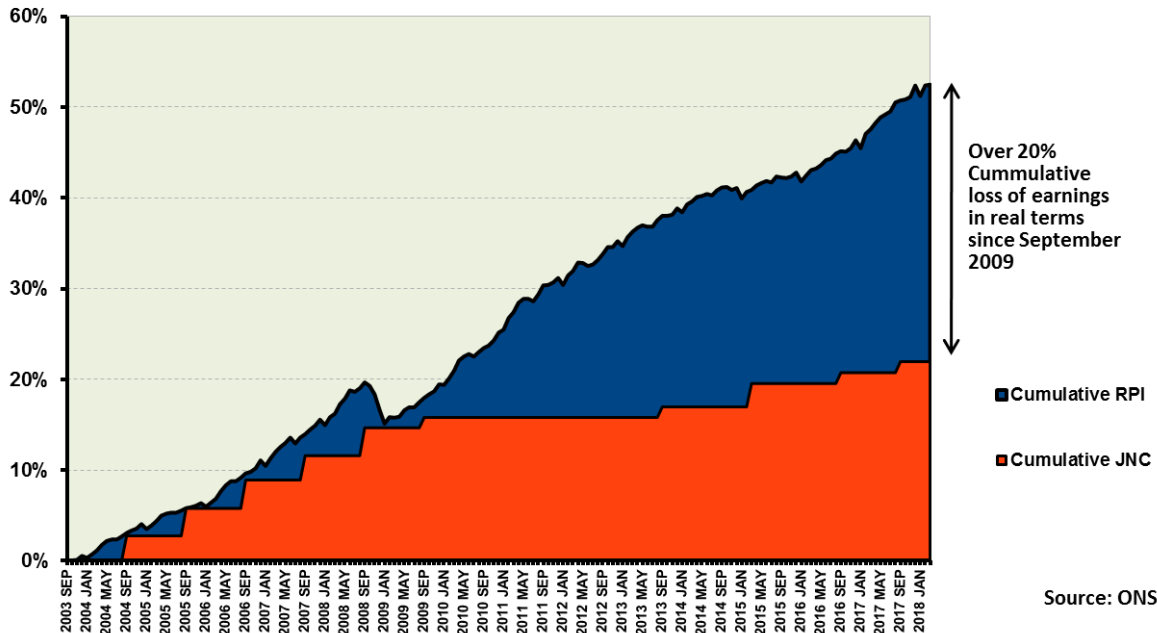
**Graph 1: JNC annual rises vs RPI inflation**



<sup>4</sup> Graph 1 maps JNC percentage increases against annual percentage increases in RPI. It uses average annual figures for rises and RPI based on data from ONS and the projected RPI figures taken from IDR pay climate, March 2018 and the HM Treasury, Forecasts for the UK Economy, April 2018.

3.4. Furthermore the cumulative loss of earnings since 2010 has been extremely significant with JNC rates having lost over 20% between the agreement in September 2009 and September 2017 (see Graph 2).

**Graph 2: Cumulative rises in JNC vs RPI inflation**



3.5. The real pay cuts experienced since the Conservatives entered government have had a significant impact on the purchasing power of youth and community workers. If the pay of youth and community workers had kept pace with RPI inflation since 2009 they would now be earning between £2,264 and £8,177 more each year. This is just the amount their pay should have increased by in order for their living standards to stand still, rather than improve. By increasing the 2009 salary rates by inflation each year, the figures in Table 1 illustrate the deep inroads that have been made into the personal budgets of youth and community workers and their families due to government cuts and intransigence from employers.

3.6. As Table 1 shows Youth and Community Workers have suffered real losses to income, worth thousands of pounds, since 2009. Given the Government’s public sector pay cap this is likely to continue as RPI Inflation is forecast to be around 3.5% throughout 2018 and likely to remain around 3% in 2019<sup>5</sup>.

### Why the RPI?

Staff Side still consider the Retail Price Index to be the appropriate measure of inflation. The Government still refers to RPI as its preferred measure when considering student loans, private pension uprating and index linked gilts and bonds. RPI is still widely used as the preferred measure in private sector pay settlements. Significantly, unlike other measures, the RPI includes housing costs, which are clearly a major component of workers’ expenditure.

<sup>5</sup> IDR Pay Climate e-bulletin: March 2018 and HM Treasury, Forecasts for the UK Economy, April 2018

**Table 1: Pay Scales – Loss of earnings since 2009**

	Pay Point	JNC September 2009	JNC September 2017	If the JNC had kept pace with RPI	Annual loss of earnings	
					£s	%
Youth and Community Support Worker Range	1	£ 14,143	-	£ 18,071	-£ 2,264	-14%
	2	£ 14,733	£ 15,807	£ 18,825	-£ 3,018	-19%
	3	£ 15,324	£ 16,417	£ 19,580	-£ 3,163	-19%
	4	£ 15,917	£ 16,931	£ 20,338	-£ 3,407	-20%
	5	£ 16,509	£ 17,491	£ 21,094	-£ 3,603	-21%
	6	£ 17,100	£ 18,006	£ 21,850	-£ 3,844	-21%
	7	£ 17,697	£ 18,634	£ 22,612	-£ 3,978	-21%
	8	£ 18,291	£ 19,259	£ 23,371	-£ 4,112	-21%
	9	£ 19,047	£ 20,054	£ 24,337	-£ 4,283	-21%
	10	£ 19,636	£ 20,676	£ 25,090	-£ 4,414	-21%
Professional Range	11	£ 20,591	£ 21,681	£ 26,310	-£ 4,629	-21%
	12	£ 21,525	£ 22,666	£ 27,504	-£ 4,838	-21%
	13	£ 22,489	£ 23,680	£ 28,735	-£ 5,056	-21%
	14	£ 23,485	£ 24,730	£ 30,008	-£ 5,278	-21%
	15	£ 24,166	£ 25,446	£ 30,878	-£ 5,432	-21%
	16	£ 24,875	£ 26,194	£ 31,784	-£ 5,590	-21%
	17	£ 25,574	£ 26,929	£ 32,677	-£ 5,749	-21%
	18	£ 26,279	£ 27,670	£ 33,578	-£ 5,908	-21%
	19	£ 26,975	£ 28,405	£ 34,467	-£ 6,063	-21%
	20	£ 27,673	£ 29,140	£ 35,359	-£ 6,219	-21%
	21	£ 28,461	£ 29,968	£ 36,366	-£ 6,398	-21%
	22	£ 29,352	£ 30,907	£ 37,505	-£ 6,598	-21%
	23	£ 30,219	£ 31,820	£ 38,612	-£ 6,792	-21%
	24	£ 31,091	£ 32,737	£ 39,727	-£ 6,990	-21%
	25	£ 31,968	£ 33,662	£ 40,847	-£ 7,185	-21%
	26	£ 32,847	£ 34,585	£ 41,970	-£ 7,385	-21%
	27	£ 33,726	£ 35,511	£ 43,093	-£ 7,583	-21%
	28	£ 34,613	£ 36,446	£ 44,227	-£ 7,781	-21%
	29	£ 35,496	£ 37,375	£ 45,355	-£ 7,980	-21%
	30	£ 36,377	£ 38,304	£ 46,481	-£ 8,177	-21%



**Table 2: Staff Side Claim**

			Year 1: Sept 2018-19			Year 2: Sept 2019-20			
			Actual April 17 JNC rates	Delete point 2 and 5% or £1000 whichever is greater	Cash	%	5% or £1000 whichever is greater	Cash	%
Professional Range	Youth and Community Support Worker Range	1	-	-	-	-	-	-	-
		2	£15,807	DELETE	£1,610	10.2%	-	-	-
		3	£16,417	£17,417	£1,000	6.1%	£18,288	£1,000	5.7%
		4	£16,931	£17,931	£1,000	5.9%	£18,828	£1,000	5.6%
		5	£17,491	£18,491	£1,000	5.7%	£19,416	£1,000	5.4%
		6	£18,006	£19,006	£1,000	5.6%	£19,956	£1,000	5.3%
		7	£18,634	£19,634	£1,000	5.4%	£20,616	£1,000	5.1%
		8	£19,259	£20,259	£1,000	5.2%	£21,272	£1,013	5.0%
		9	£20,054	£21,057	£1,003	5.0%	£22,110	£1,053	5.0%
		10	£20,676	£21,710	£1,034	5.0%	£22,796	£1,086	5.0%
		11	£21,681	£22,765	£1,084	5.0%	£23,904	£1,138	5.0%
		12	£22,666	£23,799	£1,133	5.0%	£24,989	£1,190	5.0%
		13	£23,680	£24,864	£1,184	5.0%	£26,107	£1,243	5.0%
		14	£24,730	£25,967	£1,237	5.0%	£27,265	£1,298	5.0%
		15	£25,446	£26,719	£1,272	5.0%	£28,055	£1,336	5.0%
		16	£26,194	£27,504	£1,310	5.0%	£28,879	£1,375	5.0%
	17	£26,929	£28,275	£1,346	5.0%	£29,689	£1,414	5.0%	
	18	£27,670	£29,054	£1,384	5.0%	£30,506	£1,453	5.0%	
	19	£28,405	£29,825	£1,420	5.0%	£31,316	£1,491	5.0%	
	20	£29,140	£30,597	£1,457	5.0%	£32,127	£1,530	5.0%	
	21	£29,968	£31,467	£1,498	5.0%	£33,040	£1,573	5.0%	
	22	£30,907	£32,452	£1,545	5.0%	£34,075	£1,623	5.0%	
	23	£31,820	£33,411	£1,591	5.0%	£35,082	£1,671	5.0%	
	24	£32,737	£34,374	£1,637	5.0%	£36,093	£1,719	5.0%	
	25	£33,662	£35,345	£1,683	5.0%	£37,113	£1,767	5.0%	
	26	£34,585	£36,315	£1,729	5.0%	£38,130	£1,816	5.0%	
	27	£35,511	£37,286	£1,776	5.0%	£39,151	£1,864	5.0%	
	28	£36,446	£38,268	£1,822	5.0%	£40,182	£1,913	5.0%	
	29	£37,375	£39,244	£1,869	5.0%	£41,206	£1,962	5.0%	
	30	£38,304	£40,219	£1,915	5.0%	£42,230	£2,011	5.0%	

3.7. Staff Side recognises that catching up on large losses of earning over the decade would require a longer period than simply one or two years. Staff Side does believe that now is the time to start to recoup this loss and that there is a need for some bottom loading to help those with lowest pay recoup fastest (see section 4).

3.8. Staff Side are therefore recommending an increase of 5%, with a minimum rise of £1000 on all pay points and allowances and 5% or a minimum of £1000 on all pay points in 2019.

## 4. Minimum Income Standard and the Living Wage

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- 4.1** Due to the long term decline in youth and community worker income, Staff Side believe that it is crucial that this year's pay settlement tackles poverty pay in the sector. The continued real pay cuts have meant that the JNC has fallen increasingly behind what is considered a decent and fair wage.
- 4.2** Our claim therefore aims to raise pay above the non-statutory, Foundation Living Wage (often referred to as the Real Living Wage). This is a rate, (currently £8.75 across the UK and £10.20 in London) is calculated to ensure that workers receive the bare minimum needed for an acceptable standard of living. It is hard to understand why our members providing vital services in councils should not be deemed worthy of wages which are enough to live on.
- 4.3** In recent years, support for the Foundation Living Wage has grown among local authorities with over 51% of councils individually choosing to pay the Living Wage, even though the "Pink Book" collective agreement does not.
- 4.4** Employers who have implemented the Foundation Living Wage report improved retention of staff and improved quality of service. This leads to a reduction in costs of recruitment and training. Better pay also means that workers are more motivated and productive and it helps to reduce absenteeism. With stress, anxiety, poor mental health and fatigue being the number one reason for sickness absence in local government, paying the "real" Living Wage would help reduce workforce costs and improve the working lives of our members<sup>6</sup>.
- 4.5** The real Living Wage (as opposed to the Government's over 25s rate for the national minimum wage) is currently set at £8.75 across the UK but is expected to rise further in November 2018. To be accredited as a Living Wage employer by the Living Wage Foundation an employer has to pay at least the Living Wage to all employees and those working for contracted organisations and implement the annual uprating of the wage rate each year. Over 50% of councils now pay the Living Wage to all in house staff through a variety of means. The Staff Side trade unions believe the best way for an employer to implement the Living Wage is to ensure their lowest pay spine point remains above the Living Wage level.
- 4.6** Tables 3 and 4 below breaks down the 2017 salary rates into the hourly rates – using the JNC standard of a 37 hour week outside of London and 36 hours in London. Pay points 2 and 3 fall below the Living Wage level of £8.75 an hour. The London Living Wage level of £10.20 applies to all London Boroughs in the Greater London Area. For those receiving the Inner London Area Allowance pay point 2 is now below the London Living Wage, for those receiving the Outer

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<sup>6</sup> Local Government Workforce Survey 2015/16, Research report, March 2017.

London Area<sup>7</sup> Allowance pay points 2 to 4 are below and fringe rates pay points 2 to 6 are below the London Living Wage.

**Table 3: JNC Hourly rates (September 2017)**

Pay points	Hourly rate outside of London (37 hour week)	London hourly rate with Inner LAA (36 hour week)	London hourly rate with Outer LAA (36 hour week)	London hourly rate with Fringe LAA (36 hour week)
2	£8.19	£10.04	£9.49	£8.84
3	£8.51	£10.37	£9.81	£9.16
4	£8.78	£10.64	£10.09	£9.44
5	£9.07	£10.94	£10.38	£9.73
6	£9.33	£11.21	£10.66	£10.01
7	£9.66	£11.55	£10.99	£10.34

4.7 Table 4 below shows the difference between the current JNC rates of pay, the Foundation Living Wage. The joint Union’s claim will go some way into closing this gap with the view to catch up with the MIS levels in the medium term.

**Table 4: Difference between JNC rates 1-5 and the Living Wage**

(Hourly UK Living Wage £8.75 and £10.20 in London)

Pay points	Hourly rate outside of London (37 hour week)	London hourly rate with Inner LAA (36 hour week)	London hourly rate with Outer LAA (36 hour week)	London hourly rate with Fringe LAA (36 hour week)
1	-£0.56	-£0.16	-£0.71	-£1.36
2	-£0.24	£0.17	-£0.39	-£1.04
3	£0.03	£0.44	-£0.11	-£0.76
4	£0.32	£0.74	£0.18	-£0.47
5	£0.58	£1.01	£0.46	-£0.19

<sup>7</sup> The Outer London Boroughs are: Havering, Redbridge, Waltham Forest, Enfield, Barnet, Harrow, Hillingdon, Hounslow, Bexley, Bromley, Richmond, Kingston, Sutton and Croydon.

**4.8** The Living Wage inside and outside London is calculated to ensure that workers receive the bare minimum needed for an acceptable standard of living – it does not necessarily protect a family from financial hardship. Added to this, it assumes access to social housing and a car - both increasingly rare options for the low paid.

**4.9 Staff Side therefore calls on the Employers to undertake a joint comparative review of all London and Area Allowances to be completed by December 2018.**

4.1 The Foundation Living Wage is not the only measure of low pay. The Joseph Rowntree Foundation also calculates a “Minimum Income Standard” (MIS)<sup>8</sup> for people living in the UK, comparing for different family sizes (see Table 5), based on what members of the public think people need to achieve a socially acceptable standard of living. When compared with the Living Wage it highlights the low level at which the Living Wage is set. In 2017, the MIS stood at £17,934 for a single person, which was 4.8% higher than the National Living Wage.

**Table 5: Joseph Rowntree Foundation Minimum Income Standard (MIS)**

April 2017	Single Adult of working age	Two earner couple with two children	Lone parent with one child
MIS (including rent, childcare and council tax), per week	£296.82	£800.17	£555.37
Hourly wage rate (full time)	£9.17	£10.42	£18.88
Annual Earnings requirement	£17,934	£40,762	£36,915

4.2 Tables 6 below shows that as of 2017 a single adult of working age on the JNC now needs to be earning at least pay point 6 to meet the Joseph Rowntree Foundation minimum income standard. The data in Table 1 shows that this would not be the case if the salary rates had been increased in line with RPI in recent years. If JNC rates had increased at least in line with inflation no pay point would fall below this Minimum Income Standard.

<sup>8</sup> <https://www.jrf.org.uk/report/minimum-income-standard-uk-2017>

**Table 6: Annual Earnings Requirement (MIS) compared to JNC pay points since 2010**

	Annual Earnings requirement (MIS)	
	Single Adult of working age	Minimum JNC pay point
Apr-10	£14,396	2
Apr-11	£15,000	3
Apr-12	£16,383	5
Apr-13	£16,852	6
Apr-14	£17,072	6
Apr-15	£17,102	6
Apr-16	£17,311	6
Apr-17	£17,934	6

4.3 It is not acceptable for a youth and community worker to be paid less than what is necessary to enjoy what is widely regarded as a minimum standard of living.

4.4 **The Staff Side are asking, as part of this pay claim, that the Employers should take action to ensure that no hourly rate falls below the appropriate Living Wage level and a commitment to ensuring that we move towards no pay point falling below the Minimum Income Standard annual earnings requirement for a single adult. This could be delivered by a combination of deleting pay point 2 from the spine and increasing all other spine points by at least £1000.**

## 5. Pay comparators

5.1 The Annual Survey of Hours and Earnings 2017 provisional results record the median annual gross pay of youth and community workers<sup>9</sup> as £22,207. The median pay of a full time youth and community worker is £25,363 while for those working part time and for those working part-time the median annual pay is £11,507. A quarter of all Youth and Community Workers are recorded as earning £14,060 or less and 80% earning £28,292 a year or less.

5.2 The same ASHE 2017 occupational data gives the median pay for all social workers<sup>10</sup> as £31,581, and the median for full time social workers is £33,661. When we consider teachers, the ASHE 2017 occupational data states that the median for all teaching and educational professionals<sup>11</sup> is £33,817 and for full time workers it is £37,805.

<sup>9</sup> ASHE 2017 Provisional data, Table 14.7a Annual Gross Pay, SOC 3231

<sup>10</sup> ASHE 2017 Provisional data, Table 14.7 Annual Gross Pay, SOC 2442

<sup>11</sup> ASHE 2017 Provisional data, Table 14.7 Annual Gross Pay SOC 23

5.3 When we consider the class room teachers pay scale 2017 (Table 7) we can see that this is broadly comparable to the professional range of the JNC. However teachers with management responsibilities can expect to be paid significantly above these scales. More striking is the significantly better London Area Allowances teachers receive compared to the JNC (Table 8).

**Table 7: Pay Structure for Qualified Class Room Teachers (from 1 September 2017)**

	England and Wales 1 Sept 2017	Inner London 1 Sept 2017	Outer London 1 Sept 2017	London Fringe 1 Sept 2017
<b>Main Pay Range</b>	<b>£ p.a.</b>	<b>£ p.a.</b>	<b>£ p.a.</b>	<b>£ p.a.</b>
1 (minimum)	£22,917	£28,660	£26,662	£24,018
2	£24,728	£30,155	£28,315	£25,828
3	£26,716	£31,726	£30,067	£27,815
4	£28,772	£33,379	£31,929	£29,878
5	£31,039	£35,947	£34,637	£32,139
6 (maximum)	£33,824	£39,006	£37,645	£34,934
<b>Upper Pay Range</b>	<b>£ p.a.</b>	<b>£ p.a.</b>	<b>£ p.a.</b>	<b>£ p.a.</b>
1 (minimum)	£35,927	£43,616	£39,519	£37,017
2	£37,258	£45,760	£40,981	£38,346
3 (maximum)	£38,633	£47,298	£42,498	£39,725

**Table 8: Annual London Allowances**

Teachers Main Pay Range	Inner £ p.a.	Outer £ p.a.	Fringe £ p.a.
1	£5,743	£3,745	£1,101
2	£5,427	£3,587	£1,100
3	£5,010	£3,351	£1,099
4	£4,607	£3,157	£1,106
5	£4,908	£3,598	£1,100
6	£5,182	£3,821	£1,110
<b>Teachers Upper Pay Range</b>			
1	£7,689	£3,592	£1,090
2	£8,502	£3,723	£1,088
3	£8,665	£3,865	£1,092
<b>Community and Youth Workers JNC</b>	<b>£3,043</b>	<b>£1,999</b>	<b>£779</b>

5.4 Staff Side believes that a minimum increase of £1000 on all pay points and allowances would help to reduce the pay differential between youth and community workers and other comparable professions.

## 6. Work-life balance and Well-being

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- 6.1 One of the key reasons why the JNC is the most appropriate set of pay, terms and conditions for youth and community workers is that it allows staff to effectively plan their time, ensure they are rested and to enjoy life outside of work as well as being able to deliver the youth service a local community deserves. Staff Side believes that rising workloads due to cuts mean that increasingly youth and community workers are expected to work overtime that is unpaid and they are not able to take the time back as TOIL. In some cases this is because of increased numbers of evening shifts or weekend shifts.
- 6.2 A survey by Unite found that 77% of youth workers frequently or always worked through their breaks, 67% frequently or always stayed late at work and 47% frequently or always took work home. 26% said that they worked between 2 and 4 hours extra a week more than their contractual hours, while 41% said they worked more than 4 hours including nearly 14% that claimed to work more than 8 hours a week. Most worryingly, despite the flexibilities in the JNC, 33% said that this extra work was all unpaid.
- 6.3 The Staff Side believe that this trend is having a harmful impact on individual youth workers and a detrimental impact on the quality of the youth service delivered, as the ability of youth and community workers to plan their time appropriately is eroded.
- 6.4 Universal, open access youth work does still have an important role to play in the development of all young people. Communities still value open door youth work provision – these mainly take place after the formal school day has ended in the evening and at weekends. This involved a planned youth work provision of awareness and information activities, delivered in a variety of formats and locations. For example, one-to-one basis, detached youth work, group work and holiday projects. The role of youth and community workers is therefore diverse, to enable professional staff to maintain a work life balance and meet the complexities of the role.
- 6.5 To compensate for growing overtime, Staff Side therefore proposes that evening sessions must be defined as sessions that finish after 6 pm.**

## 7. Playworkers

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- 7.1 Playworkers are members of a profession also facing substantial cuts and attacks to their professional status, terms and conditions. Staff side believes that playworkers would gain from an increased recognition of their professional skills and qualification, especially since Government removed the requirement for out of school clubs and holiday play schemes registered on the

Ofsted Early Years and Childcare Registers to employ staff with 'full and relevant' Playwork or childcare qualifications.

7.2 This has led to a significant decrease in demand and funding available for playwork qualifications, meaning the enhancement and development of skills required for quality playwork provision is in short supply.

**7.3 Staff side therefore calls for the JNC to work the English ETS and Welsh ETS to include the monitoring and validation of playwork qualifications alongside their remit with youth work qualifications.**

## 8. Apprenticeships

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8.1 Staff Side unions have called for national review of local and national training for youth work which could include various stakeholders including the JNC, Trade Unions, Education Training Standards (ETS) committees, Training agency group, Higher Education Institutions and Youth work employers. There are a number of ways to become a youth worker and an apprenticeship in youth work is one of them. According to ETS there are now many youth work providers employing youth support worker apprentices.

8.2 An apprenticeship is a way for young people and adult learners to earn while they learn in a real job, gaining a youth support worker level 2 or 3 certificate in youth work practice and real experience of working with young people.

8.3 We know that qualified and experienced youth workers provide support to youth work apprentices in a range of ways:

- Adopt the role of mentor, motivator or facilitator.
- Deliver high quality 1-2-1 sustained support.
- Provide apprentices with holistic support around the young person.
- Be someone the apprentices can relate to and get support from.
- Identify support to address difficulties within the workplace, training provider and home life that might be acting as a barrier to engagement.
- Nurture the personal development of the apprentice.
- Provide advice and help to enable parents/carers to support the young person in making the transition into work.

8.4 Yet there are growing concerns about the way some apprenticeships are operating in the UK, in the context of a recession-ridden economy. Some have suggested that motives for companies to hire apprentices in reality sometimes fit less with the idealised images.



8.5 The growth in apprenticeship schemes means many more young workers coming into permanent jobs from apprenticeships – they will make up a significant proportion of the workforce. In England, the government is committed to 3 million starts by 2020 and the Welsh Government have committed to a minimum of 100,000, quality, all age apprenticeships to be delivered over the next five years.

8.6 The Staff Side of the JNC for youth and community workers takes a positive view of apprenticeships as a way of earning and learning for people entering work for the first time, those returning to work after an extended break and those changing careers. But to get our support, we require schemes to meet some important standards:

- Be properly negotiated
- Fair pay for apprentices doing a real job
- Ensure that apprentices are entitled to the same terms and conditions of other employees such as sick leave and holiday pay.
- Provide high quality training
- Not use apprentices as cheap labour or as substitutes for existing jobs
- Made equally accessible to all groups of people, particularly since the current number of black, minority ethnic people and disabled people participating in apprenticeships is shockingly low.
- And the public procurement rules need to be used carefully to enable proper joined up workforce planning of apprenticeships in the commissioning process so that quality and a skills match are achieved and not just a high quantity of low quality of apprenticeships is achieved.

8.7 Most effective apprenticeships are developed by a joint approach, involving apprentices, employers, trade unions, and training providers.

**8.8 The JNC should set up a joint working group on youth work apprenticeships, to develop joint guidance as an appendix to the JNC Pink Book on this issue. The joint working group should report back its findings before September 2019.**

## 9. Conclusion

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9.1 In this pay claim the Staff Side have clearly laid out the financial costs to youth and community workers of successive years of real terms pay cuts. It is a workforce that delivers huge benefits to local communities and wider society; it is a skilled and dedicated workforce and they are not being recognised and valued as such. The employers need to tackle the falling living standards of youth and community workers. This would send the clear signal their work is valued and would acknowledge the important role they play.

- 9.2 An increase of 5% or £1000 on all pay rates would begin to reverse the fall in living standards the Employers have inflicted upon youth and community workers. Deleting pay point 2 would ensure that no-one was paid below the appropriate Living Wage level. Employers should also commit to progress to a pay spine that meant no annual pay spine point fell below what is considered a Minimum Income Standard for a single adult. This would send a positive signal that the Employers take their social responsibilities seriously and are not prepared to be a low pay employer.
- 9.3 Joint work to improve work life balance and well-being, integrate play workers and apprenticeships with in the JNC will also help to modernising the agreement.