

**REALLY
NEET**

JOB PACK

2026-2027





WHO ARE WE

We are an organisation that aims to minimise the chances of our cohort of young people becoming NEET at any point in their lives.

As prevention is better than cure, we believe that our two-year Change programme can enhance opportunities for each individual in their final adolescent years, guiding them towards a sustainable and open mindset of change for themselves.



OUR MISSION

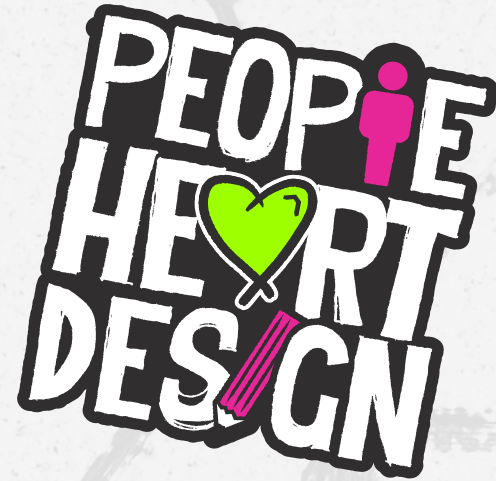
By learning to advocate for yourself, you can then extend that advocacy to others, especially those who find it difficult to advocate for themselves. If we can plant the seeds of advocacy within all our people and nurture those voices to grow, we can create a powerful ripple effect in our communities for positive change.

HELPING **PEOPLE**
ADVOCATE
FOR THEMSELVES & OTHERS

2030 VISION

Over the next five years, and to be normalised as company practice by 2030, we want to grow the company so that people are at the heart of our design in every context and setting. This will take work and dedication to be authentically experienced by everyone.

**‘PEOPLE
AT THE HEART OF OUR
DESIGN’**



To support this, we want to consider this in three main areas: people, growth, and impact, encompassing nine critical points. These nine points will generate further objectives and set a roadmap for achieving our goals by 2030.

OUR VISION

PEOPLE
HEART
DESIGN

PEOPLE



The development of a culture where everyone can feel psychological safety, vulnerability-based trust, and a shared purpose through authentic motivations of autonomy, belonging, and competence:

- Accessible Policies and Company Benefits
- People Development
- Recruitment, Selection and Progression

GROWTH



In addition to investing in our people, we must establish and normalise a consistent local, regional, and national methodology:

- Systems, structures and procedures
- Trustees
- New Communities and Evolving Offer

IMPACT



We must evolve our understanding of who we are, deepening our impact and ensuring its sustainability. We want Really NEET to positively impact lives long into the future:

- Steering Groups and Governance
- Identity and Innovation
- Sustainability

OUR VALUES



EMPATHY

- > Foster a collaborative, supportive, kind work environment and a continuous learning and development culture for everyone.
- > Approach situations from a place of empathy encompassing the organisation's belief that outward behaviour reflects inward turmoil.
- > Build effective, long-lasting relationships with all staff members where they see us as relatable leaders.



CREATIVITY

- > Apply creative thinking to crisis management locally.
- > Harness creativity in others and allow creativity to thrive within the organisation.
- > Create platforms for ideas and innovation for everyone within the organisation, including our young people and other stakeholders.



CURIOSITY

- > Respond to critical feedback or setbacks with a lens of curiosity.
- > Be curious about Really NEET, its identity, and its future.
- > Encourage and support curiosity in others.



PURPOSE

- > How all staff advocate for themselves and others.
- > How all students advocate for themselves and others.
- > How all families advocate for themselves and others.



INCLUSION

- > Hold ourselves, all staff and the organisation accountable against prejudice and oppressive practices.
- > Put the needs of others ahead of our own.
- > Support the development of sustainable structures to hold inclusion authentically within Really NEET.



RESILIENCE

- > Practice and provide calm leadership to all of our young people.
- > Take responsibility for wellbeing and model this to others.
- > Fail fast and seek actual learning experiences from mistakes from ourselves and others.



ASPIRATION

- > To help design, implement, and oversee evolving effective structures for safeguarding.
- > To provide all students with a supportive, compassionate, professional experience and response.
- > To support all staff with their development of your role and expertise.

OUR BENEFITS



COMMUNITY

- Regular social activities
- Christmas spending voucher
- Annual staff getaway
- Working group opportunities

FAMILY

- Enhanced maternity, paternity, adoption and shared parental leave policies
- Foster and kinship policy - time off for training
- Time off for fertility/IVF treatments/appointments

LEARNING & DEVELOPMENT

- Bespoke CPD opportunities
- Monthly supervisions
- Annual appraisals

PAY & PENSIONS

- Royal London pension scheme
- Transparent salary structure, job evaluations to ensure competitive salaries

HOLIDAYS

- 56 days paid holiday to include:
- 4 x weeks during the Summer
 - 2 x weeks off at Christmas
 - 2 x weeks off at Easter
 - All half-terms & Bank Holidays

HEALTH & WELLBEING

- Royal London pension scheme
- Transparent salary structure, job evaluations to ensure competitive salaries



**REALLY
NEET**

**WE LOOK FORWARD TO
RECEIVING YOUR APPLICATION**

**THE REALLY
NEET TEAM**