

youthfed

TRUSTEE

RECRUITMENT PACK

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Welcome from the Board

Thank you for your interest in the role of Trustee.

At Youth Federation, we believe in the extraordinary potential of every young person.

Our mission resonates in every corner of our work, from mentoring programs that ignite ambition to community initiatives that foster resilience and inclusivity. We're dedicated to nurturing not just skills, but the unyielding spirit that propels our youth to success.

As the Youth Fed Board, we've witnessed firsthand the profound impact of our work. Our team's unwavering dedication and contagious enthusiasm create an atmosphere buzzing with possibility. We're not just delivering programmes; we're crafting personalised pathways.

Our board provide oversight and ensure governance are at best practice level. With some Trustees reaching the end of their terms, we are keen to proactively recruit trustees. We welcome interest from all walks of life and experience.

Thank you for taking the time to consider this opportunity. We look forward to receiving your application.



Our Story

Youth Fed is a charity supporting 8–25-year-olds, in Cheshire, Warrington, Halton, Wirral and Manchester. We help over 36,000 young people every year overcome the barriers in their lives and help them achieve their goals, no matter who they are or where they are from. Over recent years, our work has become essential for many young people across the region. With the rise in mental health cases, lack in confidence, and disconnect between young people's career aspirations and available jobs in the UK, we are helping to tackle these ongoing issues through the services we offer. Providing equal chances in life for all is our passion, and we promote inclusion and social mobility through five core areas of work: careers and employability; mental health and wellbeing; skills, training and education; citizenship and volunteering; and youth group support.

Want to know what it's like to work at Youth Fed? Here's what our staff had to say: https://www.youtube.com/watch?v=qn76PHlUnfg

We are committed to sculpting a society where young people are nurtured to achieve their full potential in life. Here, we engage, empower, and enrich the lives of young people. We build relationships and collaborate with others to achieve positive outcomes and fuel our success.

You can find a bit about who we are on our website, discover more about our the programmes we deliver and the impact we make through case studies here: https://youthfed.org.uk/our-programmes/



Owens Story

Things first started going downhill during university. I ended up with depression and dropped out after 2 years. It really reinforced this feeling of being a failure in my mind. That I'm not good enough or that I've let everyone down. I was then unemployed for about a year because I couldn't muster up the motivation to apply for many places, and the ones I did apply for rejected me which kicked me back into feeling down.

The job centre then referred me to New Futures, a program with Youth Fed. On New Futures I learned employability skills like CV building and interview skills. The program also gave me awareness of mental health and gave me more of an understanding of what was going on with me. It encouraged me to come forward to the Fed and seek some support about my mental health.

We set up weekly meetings on Zoom and went over different techniques to help me in dealing with those "black dog days" when I feel really low. Also helped work on my self-confidence enough so I could start applying for jobs again. It really helped me challenge this internal critic constantly telling me I'm not good enough or I can't do it.

Eventually, I managed to secure a place on the Kickstart scheme, and ended up with a place in Youth Fed as an Admin Assistant. After completing my 6-month placement, they offered me a job and I've been here since.

Our Strategy

Our Vision:

A society in which all young people are able to achieve their full potential in life.

Our Mission:

We aim to make a positive difference by engaging, empowering and enriching the lives of young people.

Our Values:

Our values help shape who we are. They serve as a guiding framework for our activities, decisions and how we behave. They define our identity and our purpose. They provide clarity, direction and keep us consistent in our approach whilst holding ourselves to the highest standard

WE CARE

We always act in the best interest of our young people. Our passion, commitment and dedication stems from our genuine care to help and support everyone the best we can.

WE EMPOWER

We support everyone we work with to access the opportunities and resources they need to thrive. We are dedicated to enabling everyone to reach their full potential no matter their background, belief or identity.

WE DELIVER

We listen and respond quickly to shifting demands, collaborating with others to achieve the best results. Being flexible and adapting to ever changing need and circumstance is our super power.

WE DO THE RIGHT THING

We lead by example, are honest and show integrity in everything we do. We treat each other with respect and do the right thing in every situation.

Our Space

With no existing Youth Centre in Macclesfield, Youth Fed is committed to establishing a safe environment for young people to forge new friendships, explore diverse activities, and acquire valuable skills.

Our Space Macclesfield aims to fill the void, providing a hub for local young people to connect, socialise, and receive support. Our Space relies on collaborative efforts with key stakeholders and a Fundraising Group. This is a great opportunity to join us in building a thriving space for the next generation!

OURSPACE
Macclesfield

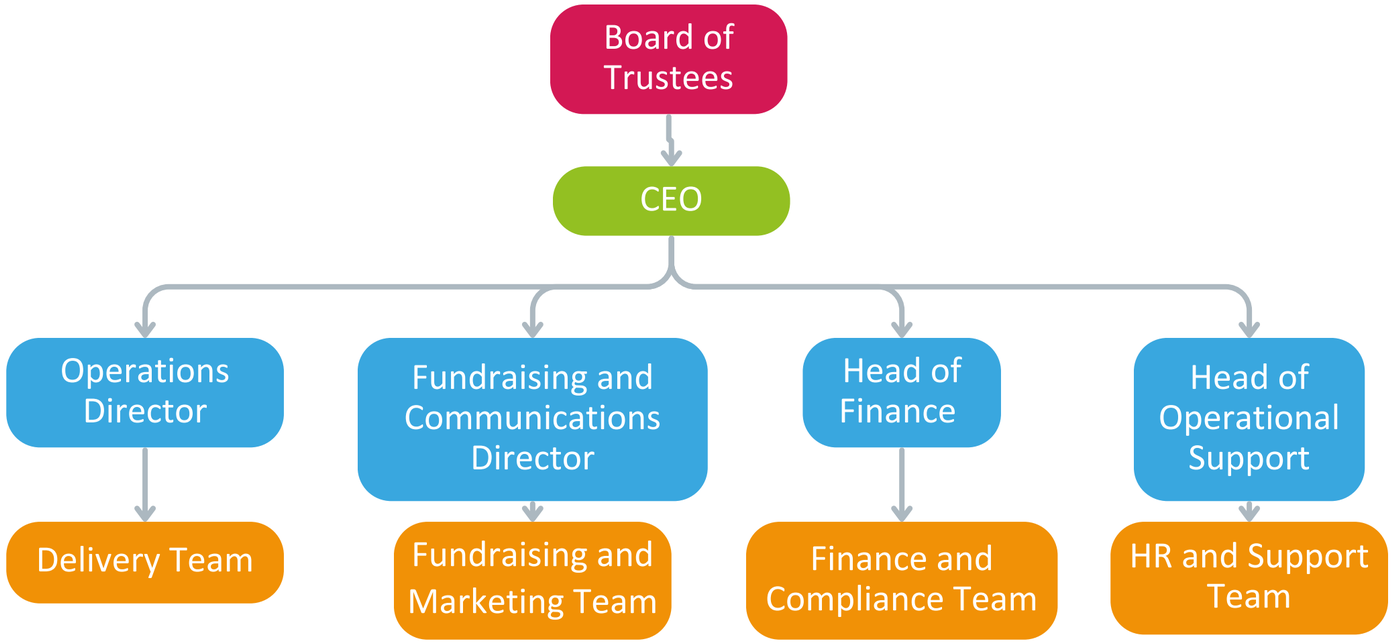




Our Resources

Youth Fed is a charity with approximately 24 staff and an income of over £1 million per year. The charity is financially stable, with a number of steady funding streams in situ for the next couple of years and an excellent track record of securing funding bids and delivering projects.

Youth Fed is led by Youth Federation Limited, under this umbrella sits 2 smaller charities, the original Youth Federation Charity for Cheshire, Halton, Warrington and Wirral, and Our Space Macclesfield.



The Role

We are looking for new Trustees to join our board.

We strive to have an exciting, broad range of voices on our Board, people who share our values and vision and who can bring their varying life experiences and skills to our work.

We value both your lived experience and your perspective, as much as professional experience. We're looking for personal attributes to complement our existing board and create an effective team. No previous board experience is necessary, we will provide training and support.



Skills & Experience

Given the scope and demographic of the work we anticipate across the next three years, we are particularly interested in applications from those with experience/background from the following areas:

- Finance/Accountancy
- Health/Mental Health
- Youth Work (current)
- Media Marketing, PR Comms
- Legal
- Project Management
- Financial/Business
- Key National/Regional Government/Sector influence

We are also keen to hear from anyone with lived experiences of Youth Services or who feel they can accurately represent our young people or an area in which we operate. In applicants we would be looking for:

Personal Values

- Commitment to the organisation's purpose
- Willingness to devote the necessary time and effort
- Teamwork
- Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

Skills

- Strategic vision
- Good, independent judgement
- Ability to think creatively
- Willingness to speak their mind

Duties and Responsibilities

Statutory Duties of a Youth Fed Trustee:

- To ensure that the organisation complies with its governing document, charity law, company law and any other relevant legislation or regulations
- To ensure that the organisation pursues its objects as defined in its governing document
- To ensure the organisation uses its resources exclusively in pursuance of its objects: the charity must not spend money on activities which are not included in its own objects, no matter how worthwhile or charitable those objects are
- To contribute actively to the Board of Trustees' role in giving firm strategic direction to the organisation, setting overall policy, defining goals, setting targets and evaluating performance against agreed targets
- To safeguard the good name and values of the organisation
- To ensure the effective and efficient administration of the organisation
- To ensure that the organisation has effective safeguarding policies
- To ensure that the charity embeds and practices the principles of equality and diversity in all it does

In addition to the above statutory duties, each trustee should use any specific skills, knowledge or experience they have to help the board of trustees reach sound decisions. This may involve:

- Scrutinizing board papers
- Leading discussions
- Focusing on key areas
- Providing guidance on new initiatives
- Other issues in which the trustee has special expertise

Terms and Conditions

The role of the Board of Trustees is to provide good governance and leadership and to oversee the strategic direction of the organisation, in line with charitable objectives and as required by law.

Trustees bring a range of skills and experience which ensure that this role can be carried out effectively.

Status of the Role:
Voluntary Trustee

Board Meetings:
Four per year, plus ad hoc meetings throughout the year. Meetings are generally held in person at our Head Office in Ellesmere Port

Committees:
At least 1 committee/working group. Committees meet twice a year.

Duration of term:
Fixed 3 year with option to stand for second term

Board Composition:
Up to 10 trustees

Remuneration:
Reasonable travel expenses only

Notice Period:
None required, although three months is requested.

Application Process

Applicants are asked to submit a document (one side of A4) expressing interest in the role and a CV demonstrating relevant experience to *recruitment@youthfed.org*

Longlisted candidates will be invited to an initial telephone conversation. Shortlisted candidates will then be invited to meet and greet at the Youth Fed office in Ellesmere Port. Here there will be an opportunity to find out more about the work of the Charity and meet with the Chair and CEO.

For an informal discussion about the role or support in the application process, please contact our Head of Operational Support, Laura Hickling at *Laura.hickling@youthfed.org*





GDPR

Personal Data Notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.