

Head of Youth Engagement & Participation Application Pack



Dear Applicant,

Thank you for your interest in working with Peer Power Youth. This pack contains information about the role and how to apply.

Peer Power Youth was founded as a response to what children and young people across England and Wales said needed to change to improve support services like youth justice, mental health and social care, and because of my own lived experience of adversity and trauma. We are a diverse and friendly team, and the successful applicant can expect to work in a flexible, positive, and wellbeing-focused environment with generous staff benefits. More on these [here](#).

It's an exciting time to join Peer Power Youth as **Head of Youth Engagement & Participation** due to growth as we move begin developing our new strategic plan. We are keen to find the right people who live our values, are passionate about shared decision making, committed to social justice and have a deep understanding of the effects of inequality for young people especially those linked to systemic oppression and experiences of Youth Justice, Children's Social Care and Health systems.

We are embedding anti-racist and anti-oppressive practices across our business plan, projects, policies and recruitment processes and are committed to being an equitable workplace. Our recruitment process is built to eliminate unconscious bias, e.g. applications are anonymised before review by the panel. We encourage applications from people who are underrepresented in the charity sector, and particularly those who have lived experience of the systems it is our mission to change, such as in justice, social care or healthcare.

Even if you feel you don't meet all the essential criteria, please do still apply or get in touch for a chat to discuss if you feel called to the role. Please also let us know if we can do anything at any stage to make the application process accessible for you.

With our kindest wishes,

Anne-Marie Douglas & Nic Kidston
Founder & Co-CEO Co-CEO

About Peer Power Youth

Peer Power Youth is a charity with national impact, that leads with empathy and does vital work to support young people who have experienced trauma.

We provide young people with life skills, training and work experience. We work together to create real change for others in mental health services, justice and social services. You can learn more about us at our socials or our website here.

We care for young people, sometimes at the most difficult times in their lives, and we give them the time they need, for as long as they need.

We build on strength and lead with empathy, which means that we know what's needed to build trusted relationships and improve support services, because many of us have had similar experiences.

At Peer Power Youth, everything we do is centred around young people and we work alongside young people who have designed and developed our organisation from the start. We want to make sure that the young people who are not usually heard in society ARE heard.

We are a small charity of around 16 people in the core team across London and the southeast. We work in the community, in the justice or care system settings, and in the office and from home dependent upon the role. Most people work 3 to 4 days a week dependent on their weekly hours, and we offer flexible working.

About the role of Head of Youth Engagement & Participation

The Head of Youth Engagement & Participation is a key senior leadership role at Peer Power Youth. Responsible for leading the youth engagement team (YET) across all aspects of safe and supported youth engagement (individual change) and ensuring youth voices contribute to tangible and meaningful system change (participation/system change).

It's a great time to join Peer Power Youth! We have recently secured key funding to strengthen and develop the charity and deepen our impact for system change and positive change for young people. During 2024 we will be co-creating an ambitious new strategy and vision ahead for 2025 –2030. You can play a key role in shaping and delivering this with us as part of our valued community that spans young partners, trustees, advisory forum and our staff team.

Our model of youth engagement and participation has been co-created by young people and consists of:

- ★ Personal development/Peer to Professional (life skills/training/work readiness) offer – creating **Individual Change**
- ★ Youth Voice and Influence projects– creating tangible **System Change**
- ★ Training, Coaching, and Workshops that are designed and delivered by young partners for professionals in justice, care and health settings. Along with resources to support **System Change**

Partnerships include NHS (regional and national), Youth Justice Board, Ministry of Justice/Youth Custody Service, HMI Probation, Youth Justice Services, youth and community organisations and secure settings.

The Youth Engagement Team consists of two *linked* teams spanning 1. Youth Engagement & Participation Projects and 2. Youth Training and Resource Development.

The Youth Engagement team (YET) includes a Youth Engagement and Partnerships Manager, a Training and Development Manager, Senior Youth Workers, Youth Workers, a Peer Training & Development Worker, Peer Leaders, Impact specialist role (subject to funding) and contracted creatives.

The Head of Youth Participation will directly line manage 4-5 senior staff members but holds the overall responsibility for the Youth Engagement Team.

The Young Partners we engage and connect with, have experience of justice and care/looked after systems. We work across London and Southeast regions, with occasional national events. Our work takes place in the community and in secure settings (examples include -HMYOI Feltham, Oasis Restore Secure School, and Secure Children's Homes).

Who we are looking for

With extensive youth work and management experience of teams to achieve impact in multiple projects and contracts and at senior/management level, you will have experience of/can demonstrate:

- ★ Working with and safeguarding young people - who are justice or care experienced, not in education, training or employment or who experience school exclusion, especially those others deem 'harder to reach'
- ★ Knowledge and understanding of contextual safeguarding /keeping children and young people safe, and involving young people in decisions
- ★ Well networked across youth support organisations in London and/or the Southeast communities, and experience of working with a wide range of stakeholders, to influence and expand impact multi-project management, line management, resourcing and risk assessment
- ★ Developing and supporting highly motivated teams with a range of lived and learned experience
- ★ Demonstrating and communicating impact to influence change
- ★ Deep commitment to anti-racism and anti-oppressive practice
- ★ Passion for working in partnership with young people and the team to share decision making meaningfully and excited by developing this further
- ★ Partnership development and income generation

- ★ Strong experience of creative youth voice and participation projects and programs where young people achieve their goals and accreditation linked to education training and employment

You will have a 'strengths based', trauma informed and relational approach, naturally connecting and building authentic and trusted relationships with young people, your team and with external partners.

With leadership qualities, great networks and a strategic outlook, you are excited about working in partnership with young people who have lived experience of youth justice, health and social care systems, and committed to drive the system change they want to see.

You are committed to ensuring an intersectional approach is taken across all our work to ensure equity and diversity in access and representation. You will ensure high quality youth engagement and commitment to the Peer Power Youth values, model and approach.

An average week might look like:

- ★ Working from our shared co-working London office or occasionally from your home, having meetings with the youth engagement team, peer leaders, or leadership team, to ensure quality programmes achieve high level of engagement and participation to ensure system change impact from our work with young people
- ★ Inspiring and motivating the team to ensure young people can achieve their goals towards independence
- ★ Partnership meetings with organisations that can add value to our youth offer, support recruitment and/or deepen our system change
- ★ Advising as the Designated Safeguarding Lead if an urgent situation arose, and advising around safety and risk assessments
- ★ Representing Peer Power Youth at external events and workshops to influence and grow impact for the charity
- ★ Keeping abreast of, scheduling, deadlines and reporting across youth engagement projects with support of Managers.
- ★ Producing impact and progress reports, and working with the team to reflection and learning and improve our offer and contribute to income generation for new and continued work
- ★ Reflecting on and revising our youth offer in response to internal coproduction of young partner and staff shared decision making
- ★ Meeting with other leads of charity departments, and monitoring progress against the organisation's strategic objectives

- ★ Meeting with Co-CEO and Finance team to ensure budgets are managed

How to Apply:

Please apply through the following link <https://hr.breathehr.com/v/head-of-youth-engagement-and-35253> with your CV and a cover letter answering the questions below. Applications without personalised answers will not be shortlisted. All documents relating to this post can be viewed through the portal. The recruitment panel will only see your anonymous application form when shortlisting. Your name and CV will only be viewed if you reach the next stage in the recruitment process.

Questions for Application (no more than 2 sides of A4)

1. What does it mean to you to have a commitment to anti-racist and anti-oppressive practice and how have you demonstrated that commitment in your previous roles? How can you see yourself impacting this at Peer Power Youth?
2. Tell us what meaningful participation and co-production means to you. Please give examples where you can.
3. Which of Peer Power's values resonates most closely with your leadership style and why? Please can you give an example of where you have demonstrated this.
4. What in your professional and life experience brought you to apply for this role and at Peer Power and what you would bring?

If you prefer, you can apply via a **video or voice recording**, answering the four questions above: (no more than 15 minutes for all questions).

If you would like to you can also share any other relevant content with us, so that you can tell us about yourself, your interests and expertise. This can come in any form of media, for example - a mind map of ideas, a timeline or portfolio; a recording; a PowerPoint or other form of presentation.

Please note that using AI will result in application being withdrawn. If you have any access needs, please contact us for support.

When you apply:

- ★ Please complete this [Equal Opportunities Monitoring form](#).
- ★ GDPR/Privacy - Ensure you have read our [Applicants Privacy Notice](#) before submitting your application
- ★ Application forms will automatically be sent to us but if there are any issues, please let us know. If you have any queries or if we can help in any way with your application, or access needs, please contact - recruitment@peerpower.org.uk
- ★ If you would like to apply using a different method to the form, please send applications to: recruitment@peerpower.org.uk

Please apply by closing date of 3 pm- Wednesday 22nd May

Next steps

If successful in reaching the next stage, will be invited to attend an introductory telephone screening process on **28/29 May 2024**. The set interview dates and times will be discussed as part of this conversation. If successful to interview stage, the *provisional* interview date is **Tuesday 4th June 2024** at our workspace at Five Fields, 8-10 Grosvenor Gardens, Victoria, London, SW1W 0D.

The interview will involve some questions from young people, and we will send our panel interview questions in advance so that you have time to read, reflect and plan.

Equal Opportunities: We are committed to equal opportunities and welcome applications from all sections of the community, especially those who are underrepresented in charities. We aim to be representative of the community we are working with. We encourage applications from people of colour, those who identify as LGBTQIA, working class as well as differently abled people, those living with mental health conditions, refugees and migrants. We welcome people from all identities who are made to feel marginalised.

Peer Power Youth, in compliance with the Disability Discrimination Act 1995, will seek to make reasonable adjustments to overcome barriers to employment caused by disability and/or neurodiversity, and encourages applications from these candidates. As an employer we make all reasonable adjustments to support employees in their work if they are disabled or have a health condition. We support the Access to Work scheme which could provide you with financial support to get the help you need to do all tasks successfully. We are happy to facilitate Access to

Work assessments and reclaims, and actively welcome applicants who need this in order to do the job. Please let us know if we can do anything at application or interview stage to make the process more accessible by contacting: recruitment@peerpower.org.uk

Safeguarding: We recognise our responsibility to safeguard the welfare of all children and young people and commit to recruitment practices which protect them. Our work involves regulated activity with children, young people and vulnerable adults and it is exempt from the Rehabilitation of Offenders Act 1974 and all subsequent amendments (England and Wales). We require all staff undertaking regulated work with children and young people to have an enhanced DBS disclosure and pre-employment checks. If you are offered a conditional role at Peer Power Youth, you will then need to complete a Declaration of Criminal Convictions Form and complete a satisfactory Enhanced DBS, Work Assessment & References check before the role offer is final.

Recruiting Applicants with Criminal Records: People who have criminal convictions are welcome to apply for roles at Peer Power, and we consider each person on their own merit and in relation to the role offered. You can request our policy on recruiting people with criminal convictions. Further advice and guidance on disclosing a criminal record can be obtained from [Unlock](#).