

YOUTH REALITIES

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YOUTH REALITIES

APRIL 2024

Introduction

After nearly 8 years of successful service growing Youth Realities, our Founder is stepping down. We are excited to now seek a new Chief Executive Officer to provide leadership, vision, development and direction to our impactful and dynamic work.

Youth Realities has substantial growth potential, and would benefit from an influential leader to shape and deliver a new strategy to increase our impact, income and partnerships.

This is an inspiring position that requires deep alignment with our vision and values. As an organisation almost exclusively supporting young women and girls, **the trustees are encouraging applications from candidates that identify as women.**

Key attributes and experience for the role includes:

- Experience working within the VAWG, youth and/or domestic abuse sector, or an excellent understanding of VAWG/ domestic abuse/ teenage relationship abuse
- Track record of successful leadership in a senior role
- Strategic, creative and operational thinking
- Ability to form and sustain trusted relationships with partners, funders and stakeholders
- A dynamic and positive attitude when responding to challenging and changing circumstances
- Willing and able to be a core team member, contributing where required to wider operational attainment.

About us

Founded in 2016 and formally established in 2017, Youth Realities is a specialist youth and survivor-led charity supporting young people, primarily young women and girls aged 11-25, impacted by teenage relationship abuse.

Our vision is a world where young people live free from relationship abuse and violence.

Our mission is to end relationship abuse and violence by working with young people to provide specialist spaces for **prevention, intervention and healing.**

Everything we do is 'youth-led' and 'survivor-centred' which means we centre the needs and experiences of young people and survivors, providing regular opportunities for them to feedback, co-produce and lead on the delivery, design and development of the charity.

Our values, embedded in the heart of our work, are:

youth-led | survivor-centred | safe | equitable | audacious.

In 2018, Youth Realities completed peer-led research reaching 322 young people aged 18-25 in Barnet. The data found that 1 in 3 had experienced relationship abuse, with 33% subject to harm as teenagers. Of those, 68% did not access any support. This and national data shows a critical need for Youth Realities' specialist work to address and end relationship abuse and violence in young people's lives.

Our impact

Youth Realities is one of the only charities in the UK working exclusively to address teenage relationship abuse, through specialist and targeted work with young people from the age of 11 years old.

Over the years, we have designed, developed, delivered and evaluated a range of core programmes that address our objectives by fitting within our three priority pillars:

Prevention: creative education to support young people's learning of healthy relationship behaviours, including consent, respectful boundaries, safe separation and online harm. We do this through a creative and inclusive intersectional feminist lens, rooted in empowering learning and challenging the normalisation of harm.

Intervention: specialist one-to-one Young Person's Independent Domestic Abuse & Violence Advocacy (YP-IDVA) support that is holistic and long-term. Providing immediate crisis intervention, emotional and practical development and advocacy to challenge systems that perpetuate and foster harm towards young survivors. We have also delivered early-intervention with young men, to support their individual wellbeing and ability to foster healthy behaviours.

Healing: a range of survivor-led creative and therapeutic spaces to empower healing from harm, including dance, wellbeing, employment, arts, and activities that increase social-emotional health.

Our impact

To achieve our charitable objectives, we foster comprehensive partnerships and referral pathways with like-minded services across Barnet and neighbouring boroughs, including Brent and Harrow.

This includes: Art Against Knives, MAC-UK, Barnet Public Health, Barnet Children's Services, Brent Children's Services and a number of local schools and young people's organisations.

Our goal is to build stronger relationships and expand the geographic impact of our support, which is currently based solely in Barnet.

In 2023:

101

young people were supported across all of our programmes, including one-to-one support, wellbeing workshops, dance and bespoke activities.

57

young women and girls in specialist one-to-one support, with feedback reporting a 100% increase in safety and wellbeing, and 100% 'good' and 'excellent' experience of support.

67

young people were engaged in **773 hours** of specialist community-based wellbeing activities.

Our team

Youth Realities is a small but growing team, currently consisting of five full time, two part time, one freelance staff and nine trustees.

The staffing structure is outlined as follows:

Chief Executive Officer, Senior IDVA, three IDVAs, Project & Communications Lead, Creative Lead and Freelance Fundraiser. We have recently (March 2024) been awarded funding for a part-time Head of Programmes, and are awaiting an outcome on match-funding by end of April 2024 to increase this to full-time. This role will be in post by May-June 2024.

At current, only the CEO holds managerial responsibility, with deputy Safeguard Lead (DSL) duties. The Head of Programmes role will hold DSL and core line management responsibilities for all delivery staff, enabling greater capacity for dedicated and critical focus on CEO outputs.

Our trustees, which includes a Chair and Treasurer, host a range of specialisms. These include: multiple CEO experience, domestic abuse, human resource, academia, business management, finance, youth work, equity and inclusion, children's safeguarding and marketing.

Sustainability

Youth Realities is a small but stable charity, currently in a secure financial position with multiple multi-year grants supporting the core costs of the charity until 2025 and some rolling into 2026 and 2027 respectively.

Our income for our last financial year 22/23 was £263,700 and projected income for this financial year 23/24 is £300,000 (confirmed worst case) and £400,000 (projected best case).

Our income is almost entirely through grant and trust fundraising. Through strategic CEO leadership, with support of our Fundraiser, we hope this role will achieve greater income diversification, including corporate sponsorship and increased sales.

Our current multi-year funding relationships are as follows:

Children in Need (2021-2024), City Bridge Trust (2022-2024), National Lottery: AAK partnership (2022-2025), National Lottery: Core (2022-2025), Greater London Authority (2023-2025), Berkeley Foundation (2023-2025), Henry Smith Foundation (2023-2026) and London Community Foundation (2024-2027).

Other current, non multi-year funders include The Badur Foundation and National Lottery Awards 4 All.

Job description

Contract: Permanent, subject to a five-month probationary period

Hours: full-time, 28-35 hours per week. Youth Realities hosts a fortnightly 4-day working week policy.

Location: Hybrid working, with in-person requirements from Youth Realities' office in Colindale (NW9 5XW) and attending events where required in London.

Salary: £46,800 - this is based on current resource and trustees are open to salary increases as funding becomes available.

Start date: August 2024.

Key areas of responsibility:

- Strategy design, development and implementation
- Building and sustaining strategic relationships and funding
- Line management of core staff - Head of Programmes, Fundraiser
- Finance management and accountability, with support of the Treasurer
- Human resource management, including performance management, disciplinaries, recruitment and contract termination
- Grants and trust management, monitoring and reporting
- Liaise with and remain accountable to the board of trustees, providing clear vision, direction and feedback at all quarterly board and sub-committee meetings

Person specification

The successful candidate will be expected to demonstrate evidence of the following skills, experience and attributes:

- Demonstrable track record of charity leadership at a senior level
- Managerial experience, committed to prioritising staff wellbeing
- Sound and strategic business and fundraising knowledge, with skills to scale and diversify income
- Sound financial management and budgeting skills
- A collaborative team leader, able to be dynamic and pragmatic
- The ability to think and act strategically to develop practical, innovative and creative solutions to challenges
- Knowledge and understanding of VAWG/ domestic abuse/ youth work and how young people with intersecting identities are most impacted by such harm
- A thorough understanding of equity, diversity and inclusion, and ability to operate all work through this lens
- Project management and report writing experience and abilities
- Able to monitor, evaluate and record data clearly and efficiently
- Experience overseeing/ managing projects and partnerships
- Ambition, drive and tenacity; passionate about championing the rights and safety of all young people experiencing relationship abuse
- Willingness to be audacious and unapologetic in your efforts to achieve our charitable objectives
- Knowledge of key networks in Barnet and surrounding areas (desirable)

To apply

Submit an up-to-date CV and cover letter, addressing the criteria outlined in the Person Specification. We want to know **why you, why us and why now**.

Deadline to apply: 13th May 2024

Interview dates: Thursday 23rd, Friday 24th, Thursday 30th and Friday 31st May 2024. Interviews will consist of 3 components, an interview with core staff and trustees, a site visit and a panel with young people. Therefore, applicants will be required to attend between 2:00pm - 5:30pm.

Outcome date: w/c 3rd June 2024

Start date: by w/c August 5th 2024, earlier start dates are encouraged and late start dates can be discussed.

If you require any accessibility support to complete an application, please contact talia@youthrealities.co.uk to discuss this further.

If you would like to discuss the role informally with our Chair of trustees, you can do so by contacting them on boardchair@youthrealities.co.uk ahead of the submission deadline.

To find out more about Youth Realities work, visit: www.youthrealities.co.uk or find regular updates on Instagram: @Youthrealities.

We look forward to receiving your application.



**YOUTH
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