



RECRUITMENT PACK

CEO YPF TRUST



WELCOME

Dear Applicant,

Thank you for your interest in becoming the CEO of the YPF Trust, a dynamic infrastructure organisation that works with partnerships of children and young people's organisations throughout the country.

This role is a crucial one for the sector; we believe that for too long, children and young people services have been overlooked, and young people in England do not have access to the services that are required in order for them to live the full lives that they should be able to. Importantly we believe that the importance of Place has been ignored and that the passion and drive that is found in local community collaboration is a powerful agent for positive change.



You will have passion for social change and a strong commitment for making the lives of children and young people better. You will be collaborative and inclusive by nature and as comfortable working with small community groups as with Government partners and funders.

The Trust and the Network of organisations that feed into it is broad, diverse and includes people who all want to make this world better for children and young people. If you do too, we would love to hear from you.

The Trust today is an organisation that has two clear but interrelated strands of work. The Trust was initially established in 2019 to support and grow the work of Young People's Foundations (YPFs), a model for local collaboration established in North West London in 2014 by John Lyon's Charity, a specialist funder of children's services. YPFs were established as a reaction to the cuts to youth services that has decimated local youth facilities and set out to grow the sector locally by building capacity, fundraising jointly and providing a crucial united voice for the CYP sector locally.

YPFs are independently established membership charities that bring together the CYP voluntary sector, the public sector and the private sector to co-produce better outcomes for children and young people. With the growth of the YPFs, it was decided to build on the learning and to work with partnerships all around the country. The Trust received funding from the Department of Culture, Media and Sport (DCMS) in 2022 to build collaborative partnerships throughout the country. These local youth partnerships (LYPs) come in all forms and sizes, some are embryonic and just starting up, others have become quite large and some have opted to become full YPFs. The Trust works with all forms of local partnerships, not just YPFs. Whilst there is significant learning from the model, we don't believe one size fits all, collaborative partnerships have to work at a local level and fit local need.

WELCOME

The second key strand of the Trust's work is Supplementary Education. In 2021, the National Resource Centre for Supplementary Education (NRCSE), an organisation first established in the early 2000s, merged with the Trust. Supplementary Education is the term used for after school and weekend, community based and run educational activities usually delivered by and for minority community children and young people. The NRCSE was the national body for Supplementary Schools and supported 1000s of community led schools during its history. The NRCSE has now become the YPF Trust: centre for supplementary education. The centre provides capacity building, network support and quality marking services to Supplementary Schools throughout the Country.

The Trust today is therefore the main National organisation for two important traditions in the children and young people's sector: Local infrastructure and Partnerships through the work of YPFs and LYPs, and Supplementary Education. We work with a broad and diverse section of community organisations up and down the country. We are passionate about supporting these groups to be the best they can be and for them to provide opportunities to children and young people that they would otherwise not have access to.

Our first CEO expanded the work of the Charity significantly, and the Trust is now working in over 40 local authority areas in England. We are an ambitious Charity and we keen to support existing areas to grow and consolidate their work as well as work with partnerships and supplementary schools around the country.



Erik Mesel
Chair of YPF Trust



ABOUT YPF TRUST

YPF Trust is a national charity that focuses on collaboration in place for children and young people – we know that working in partnership makes children and young people’s lives better.

We support a growing network of over 40 areas across England by providing tools, resources, advice, enthusiasm, and challenge to established, emerging and completely new partnerships. The YPF Trust originated from work initiated by John Lyon's Charity in Brent in 2014/15. In response to significant changes in local funding and the role of the local authority, John Lyon's Charity invested in local collaboration to sustain and increase investment, maximise resources, and enhance quality and impact – this led to the establishment of Young People’s Foundations or YPFs.

YPFs are locally established, cross-sectoral organisations that seek to sustain and strengthen delivery for children and young people in a specific area, shaped by local needs and ambitions. In practice, they convene and coordinate local services, building the sector's capacity and increasing and shaping investment.

Our vision is that all children and young people are heard and supported to be happy and thrive wherever they are. To make this happen, we believe that every local authority area in England requires a strong and sustainable children and young people’s sector and that effective and meaningful partnership and collaboration between local organisations is central to achieving this.

This is why it is our mission to ensure:

- There is a strong and effective partnership for children and young people in every place that it is needed, sustainably funded according to its specific needs;
- Funders recognise, understand and collaborate with partnerships at an individual and network level;
- National and regional infrastructure bodies work together with local areas (and statutory partners) to provide a coherent offer of support to local organisations



ABOUT YPF TRUST

YPF Trust seeks to support any local area as it explores and develops local collaboration – each local partnership is different in response to local need.

However, there are a number of principles which we believe are critical to the success of a partnership and which we believe form the foundations of a YPF:



YPFs can transform partnerships between statutory organisations and the children and young people’s sector, leverage millions in new funding for services, give thousands of young people in a place a voice in how decisions are made around them for the first time and broker new funding partnerships between public, private and philanthropic stakeholders to create new, locally led, funding ecosystems.

YPFs are initiated by local organisations, including charities, voluntary organisations, local authorities, and housing associations. They take various forms, ranging from informal collaborations to formal partnerships or legally constituted organisations.

ABOUT YPF TRUST

They all:

- Build a shared vision for young people informed by local insights, needs and ambitions;
- Work to ensure that local need is understood by decision makers;
- Provide support, training and capacity for grassroots organisations;
- Create spaces for leaders, youth workers, and groups and organisations to come together;
- Centre and amplify the voices of young people

As a result:

- Local youth, play and broader provision is protected or expanded;
- New resources are secured for young people;
- Work with young people is better aligned to local needs;
- Local organisations are more stable, and their leaders and teams are better supported, trained and have more capacity to deliver; and
- Funders reach organisations they might otherwise struggle to reach.

From work across 40 areas across England, we can see the difference that collaboration can have.

YPFs can shape local policy and practice, increase connection and collaboration between the public and VCSE sectors, make better use of limited resources, and increase investment.

Established YPFs are leveraging core investment to secure further funding for children and young people:

For every pound invested in Young Westminster Foundation, a further £4 goes to the local community and youth sector, shaped by the work of the partnership

Young Manchester has secured £2.7m of investment into Manchester via the #iwill Fund, matching funding public sector commissioning to secure money that would not have made it to Manchester's young people otherwise

With a core investment of £200,000 a year in the partnership, Young Brent Foundation has secured over £1.7m a year of new money into Brent, beyond public sector funding

ABOUT YPF TRUST

This trend of established areas is now translating to significant investment across the country:

In Sunderland, Sunderland All Together Consortium have secured £500,000 from the National Lottery Community Fund to deliver youth provision across the area via their membership over the next three years, with further support from two family trusts totalling £1m over the same period.

In Stockton, Youth United Stockton Alliance has secured £276,000 from the National Lottery Community Fund to support the delivery of a five-year Youth Offer Strategy across the area, including a focus on quality provision, income generation and workforce development.

In Cumbria, Cumbria Youth Alliance has secured substantial funding from various sources. They have secured a five-year grant from the Lottery, over £200,000 from the Youth Futures Foundation, and £2 million in total commitment from a benefactor. They chair the Children and Young People's Voluntary Sector Reference Group, which distributes £200,000 annually for youth funding in Cumbria. In addition, they provide £30,000 per year in small grants to their network of delivery organisations.

As new areas develop their work, they are finding that partnership work is opening doors for the sector and creating opportunities for children and young people:

- In Southampton, the development of a partnership has provided a space for the sector to collectively engage with the local authority, co-designing the city's commissioning strategy and therefore directly shaping future public sector investment.
- In both Warrington and Cornwall, local authorities are keen to harness the power and connections of the VCSE sector for outcomes for children and young people and are working collaboratively with them to shape new approaches.

YPF NETWORK

North East

- Stockton
- Sunderland
- Gateshead
- Northumberland

North West

- Warrington
- Blackpool
- Cumbria
- Greater Manchester
- Knowsley
- Preston
- Lancaster
- Manchester
- Blackburn with Darwen

Yorkshire and the Humber

- Barnsley
- Bradford
- Kirklees
- York
- East Riding

East Midlands

- North Lincolnshire
- Northamptonshire

West Midlands

- Solihull
- Staffordshire

East of England

- Peterborough

South East

- Southampton
- Brighton & Hove
- Medway
- Kent

South West

- Wiltshire
- Somerset
- Dorset
- Cornwall

London

- Barnet
- Brent
- Camden
- Ealing
- Hammersmith and Fulham
- Harrow
- Kensington & Chelsea
- Merton
- Westminster
- Croydon



SUPPLEMENTARY EDUCATION

YPF Trust came together with the centre for supplementary education (formerly NRCSE) in 2022 to ensure the continuation of support and guidance to community-led settings offering supplementary (also known as out-of-school) education.

Supplementary schools are community-based initiatives to provide additional educational support for children who also attend mainstream schools.

They are often geared to provide specific heritage languages, cultural and religious teaching for children from ethnic minorities as well as additional literacy, numeracy, science and homework support.



Working alongside local partnerships YPF Trust supports safe, effective delivery in communities and collaborate with them to raise the profile of community-led activities among mainstream schools and other children’s services.

The focus is on a place-based approach to this support, building the capacity of local partnerships to ensure they can meet the needs of local supplementary education providers – this is done through a range of activities, including:

- facilitation of the Quality Mark for Supplementary Education, including:
- access to governance training – in person and online
- training to develop creativity in teaching and learning
- support to embed Children’s Rights and strategies to encourage student voice/youth voice within settings
- support and facilitation of partnership development with youth and statutory education sectors
- promotion of local YPF membership

With a growing network of partnerships across England, the opportunity to embed supplementary education, and a broader focus on inclusion and access, will be critical priority for the new CEO.

YPF Trust work currently focuses on London and Manchester, with a view to growing nationwide in 2025 – you will lead the development of this work, growing our national presence and driving an agenda which influences local areas as well as national government and funders.

ROLE DESCRIPTION

KEY DUTIES AND RESPONSIBILITIES

1

Leadership and development of high quality support for a well-resourced network of Young People’s Foundations and local youth partnerships, ensuring that the Trust has the capacity to meet its needs and is aligned with our values.



- Working with the board to refresh our strategy, putting in place clear performance targets and reporting periodically to the board on progress.
- Consulting with network members to ensure the effectiveness of our support for existing, established and new partnerships.
- Demonstrating leadership in embedding an anti-racist and equities-first approach to ensuring that those providers engaging the most disadvantaged groups such as supplementary schools and small voluntary and community organisations are positively enhanced through our work.
- Ensuring that the Trust continues to deliver excellent standards of support for the benefit of YPFs, local youth partnerships and community based organisations including local supplementary schools.
- Ongoing analysis of the landscape and environment to partner strategically at a local, regional and national level to further our mission.

ROLE DESCRIPTION

2 **Championing and representing the YPF network at a local, regional and national level**

- Providing evidenced based communications demonstrating the impact of our model as a compelling investment for improved outcomes for children and young people.
- Demonstrating how the model can work in different spaces, being clear about the Young People’s Foundation (YPF) model and how local youth partnerships can improve their impact for children and young people.
- Facilitating the YPF CEOs and Partnership Leads group to provide strategic insight and inform on needs and solutions.
- Promoting and developing diversity and inclusion in the Trust and the network, including advocacy and support for global majority children and young people, girls and young women, LGBT++, disabled and children and young people from low income families.



3 **Developing the long-term sustainability of the Trust**

- Leading our funding strategy and diversifying our income base as a result of strategic partnerships, commissioning, grant bid-writing, corporate engagement and other opportunities.
- Reviewing current membership arrangements and our support for members.
- Influencing commissioning and funding decisions that lead to investment in the model.
- Maintaining our risk register and business continuity processes.

ROLE DESCRIPTION

4 Organisational and financial management

- Implementing a high quality performance framework that supports and develops our workforce to contribute positively to our overall organisational workplan.
- Management of YPF Trust’s staff and volunteers, ensuring that all staff attend regular supervision meetings and an annual appraisal with their line manager.
- Ensuring careful management of our budget with healthy reserves.
- Understanding of our service costs and implementation of full cost recovery principles.
- Governance and compliance oversight and communications with Board.
- Working with the board to ensure that policies and procedures are regularly updated and fully implemented including Safeguarding, Health and Safety and Equity, Diversity and Inclusion.



PERSON SPECIFICATION

SKILLS

- Excellent team building and leadership skills, with proven ability to create, build, lead and inspire cohesive teams
- Culturally competent – demonstrating an understanding and respect for diverse cultures, enabling effective communication and collaboration across varied cultural contexts
- Flexible and responsive with the ability to plan, prioritise and organise
- Excellent relationship building skills, able to engage stakeholders including small community organisations, partners, funders, government, businesses and media
- Resourcefulness – able to deliver high impact on a relatively modest budget
- Problem solving, innovation and developing creative solutions
- IT proficiency including Microsoft Office, web-based software and social media

EXPERIENCE AND KNOWLEDGE

Essential

- Track record in strategic leadership, management and organisational development
- In depth understanding of local voluntary sector children and youth services, including safeguarding
- Significant experience working in or with the charity sector, including small voluntary, community and faith-based groups
- Experience of implementing cultural competency, inclusion of disabled people and equity in the workforce and in service delivery
- Ability to work effectively with young people to develop youth voice and leadership
- Experience of advocacy and influencing
- Proven track record in fundraising, income generation and partnership building
- Familiarity with business planning and quality assurance in the charity sector
- A strong understanding of good governance and legal responsibilities and the ability to work successfully with a board
- Experience of public affairs and communications

Desirable

- Experience in network development and network capacity building
- Experience of replicating service provision and / or operations
- Leadership experience within a small, entrepreneurial enterprise
- Knowledge of supplementary schools

TERMS OF EMPLOYMENT

CONTRACT

This is a full time and permanent role, supported by core funding from John Lyon's Charity.

SALARY AND LOCATION

This role attracts a salary of between £60,000 and £70,000.

YPF Trust is a national charity requiring national presence with 2 - 3 days per week being based in London with the core team.

OTHER BENEFITS

- Annual leave entitlement of 28 days, plus bank holidays
- Employee health and wellbeing services including an Employee Assistance Programme
- ACEVO membership ([Membership benefits - ACEVO](#))
- Pension Contribution
- [360 Wellbeing](#)



HOW TO APPLY

We hope you will consider making an application.

Please email recruitment@ypftrust.org.uk with the following prepared:

- Your CV (no more than two sides)
- A short supporting statement (no more than two sides) that sets out your suitability in joining YPF Trust as its next CEO.

We would also be grateful if you would also complete the [Equality and Diversity monitoring form](#) which can be downloaded.

This form is for monitoring purposes only and is not treated as part of your application.

Search closes - **Monday 30th September, 12pm.**

We will notify all selected candidates by Friday 4th October and invite them to an initial interview, which will be held on Thursday 17th October at the John Lyon's Charity offices in London.