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TRUSTEE APPLICATION PACK

Board of Trustees

November 2026

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NEW HORIZON YOUTH CENTRE

New Horizon Youth Centre

Board of Trustees

Application Pack, November 2026

Dear prospective trustee,

Life is not linear. Nobody knows that better than the young people who come to New Horizon Youth Centre. While the thousands of stories they tell us every year are as different as they can be, one thing unites them: their current experiences of homelessness do not define them or where they will end up. Indeed, as one of the young members of our Women's Space told us, sometimes you have got to go through the darkness to get to the light.

In recent years, the cost-of-living and housing crises have created challenges for us all, but young people have been particularly severely affected. Youth homelessness is currently at unprecedented levels. 17,000 young people in London approached their local council for support last year, up 13% from the previous year.

To meet these rising levels of need, we have sharpened our focus through our new five-year strategy, Back to Our Beginnings, and we now want to strengthen our Board to help us deliver it. By joining us, you will be part of ensuring New Horizon consistently and powerfully does what it does best: championing young people, collaborating for impact and being determined to find a way to support young people in crisis to find safety, a home and a future.

We are not afraid to be bold and ambitious in responding to today's challenges. Alongside meeting young people's immediate needs and helping them find safety and a home, we are committed to ensuring that their voices shape the systems and decisions that affect their lives.

We know that far too many young people find themselves unhoused, unsupported and unsafe. Now is the time to right this wrong and ensure that every young Londoner's potential has a home.

Thank you for considering joining us as a trustee and helping us to develop our work and advance our mission. We hope you will be inspired to apply.



Matthew Reed
Chair of Trustees

New Horizon Youth Centre
Board of Trustees
Application Pack, November 2026

OUR STORY

London is a fantastic city to call home, but a central truth remains in the capital. Every year thousands of young people find themselves unhoused, unsupported and unsafe.

That's why New Horizon Youth Centre exists.

Founded in 1967 by Lord Longford to address the needs of young people who were homeless and misusing drugs in the West End of London, today New Horizon Youth Centre continues to be a vital support network for 16–24-year-olds with nowhere else to go.

Through the services we provide at our day centre, via outreach and remotely, our multidisciplinary team of over 70 staff support thousands of young people experiencing homelessness in London to find safety, improve their wellbeing, develop skills for life and ultimately find somewhere that they can call home.

“For as long as young people are homeless and unsafe in London, we will be on a mission to give their potential a home”

For more info about our impact, please take a look at our latest annual report.



COMMITMENT TO EQUITY, DIVERSITY & INCLUSION

New Horizon Youth Centre is committed to recognising and valuing difference, ensuring fairness and equity, and addressing inequity and disadvantage wherever possible. We have an ongoing action plan to improve our equity, diversity and inclusion (EDI) practices, to which every member of our organisation contributes.

As a service provider supporting young people who are experiencing homelessness or are unsafe, we aim to be an empowering and supportive organisation and employer. We offer as much flexibility as possible to help people realise their potential as users of New Horizon Youth Centre, employees and trustees. We believe this approach is central to advancing diversity, inclusion and anti-racism.

We recognise that achieving genuine diversity in our community and workforce requires action to address barriers to fair and equal treatment. Some groups experience discrimination because of race, gender or gender identity, disability, sexuality, age or class and, as a result, face disadvantage in accessing services and employment. Where appropriate and possible, we will seek to address the effects of this discrimination in ways that are legally compliant and consistent with our commitment to ensuring that young people and staff feel valued and respected.

We also recognise that people can face disadvantage and barriers because of their circumstances, including homelessness, unemployment, economic or domestic circumstances, or involvement with the justice system. For this reason, our commitment to diversity includes being supportive, positive and open-minded.

We encourage applications from all backgrounds in respect of ethnicity, disability, gender, sexuality, religion, and socio-economic backgrounds.

During the application process we commit to:

- Reimbursing reasonable childcare and other care costs whilst you are attending interviews.
- Reimbursing reasonable return travel costs for interviews (within London/neighbouring counties).
- Making reasonable adjustments – for example, ensuring we have a sign language interpreter organised in advance if you would like them.
- Offering a guaranteed first stage interview for disabled candidates who meet the minimum requirements for the role.

If there is anything else you are concerned about or think we could provide, please let us know.

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OUR WORK IS GUIDED BY THREE VALUES:

We **champion** young people



We **collaborate** for **impact**



We are **determined** to find a way



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NEW HORIZON YOUTH CENTRE

New Horizon Youth Centre
Board of Trustees
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BACK TO OUR BEGINNINGS: ROOTED IN OUR PAST, FOCUSED ON OUR FUTURE – OUR STRATEGY 2025-2030

With rough sleeping at record levels and more young people fleeing violence, there is a pressing need and growing gap for **a specialist emergency response that can support young people in crisis and open up housing for thousands more** young people in need. Rather than trying to provide every form of support until a young person turns 25, we will focus on what we do best: **helping young people secure a safe home as quickly as possible, build life skills, live independently and create a future without needing our support.**

By getting back to our beginnings we will lean on our **unique heritage as the only youth-specific day centre and drop-in in London** and continue our long and proud history of being here for young people who find themselves homeless in the capital. Doing so means making some tough choices about who we cannot support and so **our focus will shift to those in more immediate need,** prioritising them over those we have already housed and **we will be more focused on moving people on successfully.**

We will support every young Londoner in crisis to access safety, support and stability, then transition them onto independence. We will do this through four connected priorities: *successful services, a well-run organisation, productive partnerships and confident campaigning.*



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“New Horizon.
It might not be your home.
They might not be your parents.
They might not be your family.
But they want you to win in this world.”

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NEW
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Board of Trustees
Application Pack, November 2026

ROLE DESCRIPTION – Trustee

Accountable to: Chair of Trustees, Matthew Reed

Role Overview

The Board is responsible for ensuring that New Horizon Youth Centre has the right strategy, resources and governance in place to fulfil its mission in line with our values.

Trustees provide strategic leadership and constructive challenge, fulfil their fiduciary duties, oversee risk, help keep young people safe, and safeguard our reputation and ethos.

Trustees work collectively, drawing on a wide range of perspectives before taking shared responsibility for decisions. Every trustee is expected to actively participate in one of the following three committees, and some will take additional responsibility as a committee chair:

- Audit and Risk Committee
- Diversity and Organisational Development Committee
- Finance Committee

Roles available

We are seeking to recruit three new trustees to the following roles:

- **Chair of the Audit and Risk Committee** - senior experience of audit, risk management or financial governance, ideally with a relevant professional qualification and previous committee experience
- **Chair of the Diversity and Organisational Development Committee –** senior experience in people, organisational development or EDI leadership
- **Member of the Finance Committee**

Role responsibilities

STRATEGIC LEADERSHIP

- Actively develop and oversee the effective implementation of a clear strategic direction for New Horizon Youth Centre
- Oversee New Horizon's financial sustainability through effective financial planning, reporting and management.
- Ensure that New Horizon's resources are managed responsibly and used exclusively in pursuance of its objectives.

EQUITY, DIVERSITY AND INCLUSION

- Actively champion our ongoing commitment to diversity and inclusion through all we do and ensure that we celebrate the diversity that makes us a success.

SAFEGUARDING

- Share collective responsibility for safeguarding the young people, staff and volunteers we work with, and ensure robust safeguarding policies and practices are in place and followed.

GOVERNANCE

- Ensure that New Horizon complies with its Articles of Association, charity law, company law and any other relevant legislation or regulations.
- Participate in relevant committee meetings as required.
- Oversee the development of policies and practices across the organisation which are in line with legislation and good practice.

EXTERNAL RELATIONS

- Promote New Horizon's mission and safeguard its reputation at all times.
- Use own networks and knowledge to support the development of strategic partnerships.

For more information about the responsibilities of Trustees please visit The Essential Trustee on Gov.uk.

PERSON SPECIFICATION

We are looking for people who can demonstrate the following competencies and are ready to apply them fully in their work on our Board.

VALUES AND EXPERIENCE

- A passionate commitment to our mission and to ensuring that young people have the housing they need to fulfil their potential.
- Sound independent judgement, strategic vision and the ability to think critically.
- Honesty and integrity, with the commitment, willingness and ability to act in the charity's best interests at all times.
- A track record of thoughtful and considered leadership and organisational management.
- A strong commitment to equity, diversity and inclusion.
- An understanding of the responsibilities of charity trustees, or a willingness to learn and undertake training where needed.
- The capacity to commit the time needed to carry out the role fully.

KNOWLEDGE

In addition to the role-specific expertise set out above, we are interested in hearing from candidates with experience in any of the following areas:

Trustee & Chair, Audit and Risk Committee

Senior leader with experience in audit, risk, compliance or governance. Able to provide strategic oversight of organisational risk, compliance and assurance, and support the Board in maintaining effective governance and risk management. Previous committee or board experience is desirable, alongside a relevant professional qualification or equivalent experience.

Trustee & Chair, Diversity and Organisational Development Committee

Senior HR, people, organisational development or EDI leader with experience shaping organisational culture and workforce strategy. Able to support New Horizon's ambitions around people, culture, equity, diversity and inclusion, and provide strategic guidance to the Board and Executive Team.

Trustee & Member, Finance Committee

Financially qualified leader (ACA, ACCA, CIMA or equivalent) from any sector, with experience of financial planning, governance and organisational sustainability, ideally with oversight of estates. Able to contribute strategic financial insight and support effective oversight of New Horizon's finances and future sustainability.

ADDITIONAL INFORMATION

Location: Board meetings are held at New Horizon Youth Centre, 68 Chalton Street, London NW1 1JR. Committee meetings typically take place online.

Time Commitment: Board meetings take place in person from 6–8 pm every quarter. Trustees are also expected to actively participate in one of three Board committees, which meet virtually and also quarterly. The role also requires time to prepare for meetings, complete induction and training, attend occasional events, and contribute in other ways as a volunteer trustee.

Term: Trustees are appointed for an initial three-year term and may serve up to three terms, subject to the charity's governing document and Board policy.

Remuneration: The role is voluntary and unpaid, but New Horizon Youth Centre can cover reasonable expenses.

Appointments are subject to satisfactory references, an eligibility declaration confirming you are not disqualified from acting as a charity trustee or company director, and a DBS check.

New Horizon Youth Centre
Board of Trustees
Application Pack, November 2026

TIMESCALES AND HOW TO APPLY

The timescales for recruitment are as follows:

Closing date and time for applications	**6 December 2026 at midnight**
Initial interviews with People Beyond Profit	**w/c 14 December 2026**
Initial interview with Chair and CEO	**7 and 8 January 2027 (online)**
Final panel interviews with New Horizon Youth Centre	**15 January 2027 (in person)**

To apply, please state which of the three trustee roles you are applying for. You will need to provide:

1. **A CV** setting out your career history, education or qualifications, and other key responsibilities or achievements, limited to two sides of A4.
2. **Please answer these two questions, with a maximum of 500 words per answer:**
    1. What is it about New Horizon Youth Centre's mission, work and values that motivates you to apply for this trustee role?
    2. Please tell us how your skills and experience align with one or more of the areas we are seeking to strengthen on the Board (Human Resources, Finance and Accountancy, or Audit/Risk). How would you use this expertise to support New Horizon Youth Centre's future success?

These questions are an essential part of your application and will be assessed for shortlisting purposes.

3. **Completed diversity and adjustment questions** – Your data will be stored separately from your application and will at no time be connected to you or your application by the shortlisting panel.

To apply, visit: https://www.peoplebeyondprofit.co.uk/jobs/nhyc

For an informal conversation about the role, please contact Lottie Wihl, People Beyond Profit via email: lottie@peoplebeyondprofit.co.uk . Please also reach out if you need us to make an adjustment or provide additional support as you apply for the role.

Equal Opportunities

People Beyond Profit is committed to supporting our clients to build more inclusive teams. To understand how we are performing, we ask that you kindly complete the brief equal opportunities questionnaire when you submit your application via our website. Please be assured that your responses are kept confidential, separate from your candidate record, and are not part of any application you make.

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Giving potential a home since 1967

nhyouthcentre.org.uk
@nhyouthcentre

Charity number: 276943
Company number: 01393561

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