

CAUDWELL YOUTH

TRUSTEE RECRUITMENT PACK

SHAPING
YOUNG
PEOPLE'S
FUTURES

Registered Charity Number 1200757
Broughton Hall, Broughton, Staffs, ST21 6NS
www.caudwellyouth.org



Welcome from the Chair of Trustees

Thank you for your interest in joining the Board of Trustees at Caudwell Youth. It's an exciting time for the charity as we grow and develop in pursuit of our vision.

But let's not shy away from the stark realities that underscore our vision:

- 1.3 million young people were referred to mental health services last school year.
- 41% of care leavers are not in education, employment or training.
- Gang-associated children are 77% more likely to have identified mental health needs and twice as likely to have a history of self-harm.

Caudwell Youth was founded in 2022 to address these challenges, supporting at-risk youth aged 11-24 with various needs, from mental health to care experience and exploitation. Our commitment extends further, to engage with young people, ensuring that our work is not only for young people, but led by them.

We're looking for two new trustees who share our values and can help drive forward our strategy. At this time we are particularly looking for skills and experience in charity fundraising and/or communications. As a young people's charity we are also interested in applications from younger people and those with lived experience aged 18 and over

I very much look forward to hearing from you.

Kind regards,

Debbie Denyer, Chair of Trustees



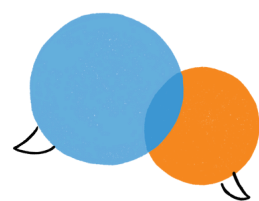
Trustee Role Description

Our trustees play a vital role in making sure that Caudwell Youth achieves its core purpose. They oversee the overall management and administration of the charity. They also ensure that we have a clear strategy and that our work and goals are in line with our vision. Just as importantly, they support and challenge the executive team to enable Caudwell Youth to grow and thrive, and through this, shape young people's futures.

Board members have a collective responsibility. This means that trustees always act as a group and not as individuals.

Trustee Duties

- Support and provide advice on Caudwell Youth's purpose, vision, goals and impact.
- Contribute to the strategic direction of Caudwell Youth, approving strategy and annual plans.
- Ensure that key risks are being identified, monitored and controlled effectively.
- Oversee financial plans and budgets and monitor and evaluate progress.
- Review and approve Caudwell Youth's annual report and accounts.
- Provide support and challenge to the CEO and executive team, in accordance with our values.
- Promote youth engagement in all that we do
- Keep abreast of changes in Caudwell Youth's operating environment.
- Contribute to regular reviews of Caudwell Youth's own governance. Attend Board meetings, adequately prepared to contribute to discussions.
- Use independent judgment, acting legally and in good faith to promote and protect Caudwell Youth's interests, to the exclusion of their own personal and/or any third party interests.
- Act as an ambassador for Caudwell Youth by applying your skills, expertise, knowledge and contacts.



What we are looking for

We are looking for people willing to bring energy, enthusiasm and commitment to the role, and who will broaden the diversity of thinking on our board.

Personal skills and qualities

- A commitment to Caudwell Youth's vision, mission and values
- Knowledge and/or interest in youth issues
- Ability to think creatively and strategically, exercise good, independent judgement and work effectively as a board member.
- Effective communication skills and willingness to participate actively in discussion.
- A strong personal commitment to equity, diversity and inclusion.
- Willingness to lead according to our values.
- Commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

In addition to these skills and qualities above, at this time we are particularly looking for skills and experience in **charity fundraising and/or communications**. As a young people's charity we are also interested in applications from younger people and those with lived experience aged 18 and over.

Terms of appointment

Terms of office

- Trustees are appointed for a 3 year term of office, this can be renewed for a second term. (Maximum of 6 years service).
- This is a voluntary position, but reasonable expenses are reimbursed.

Time commitment

- Preparing for, and attending, 5 Board meetings annually. Currently meetings are held 5.30-7.30pm online.
- A strategy day in person in London/Milton Keynes.
- Ad hoc and occasional support through working groups and / or support to the executive team.

About Us

Our Values

Empowering



Feedback empathetically, always act with understanding, support and value.

Optimistic and realistic

Look to the future but prioritise the present.



Intentionally inclusive

Foster an open culture.



Deliver with integrity

Always uphold honesty, act within our morals and ensure we are dependable.



Our Team

We are a new charity, just coming into our third year of operations. We currently have 27 employees who are all home based and an Interim CEO. Recruitment for a permanent CEO is about to get underway to lead a passionate and skilled staff team.

We operate across Hertfordshire, Buckinghamshire, Luton, Milton Keynes, Slough and Berkshire. Our aim is to grow and support more young people. Our turnover for the 2023-24 financial year was £1.1m.

We are fortunate to have a strong board and are keen to continue to strengthen our fundraising and external communications to support our ambitions for growth.

“Everything is a lot better than it was before, confidence, self esteem and well being, positive outlook on life.”



How we work

Not all young people have the same opportunities in life. Caudwell Youth exists to level the playing field for young people at risk. Our vision is to support every young person at risk in the UK. To achieve this, we:

- **Shape Futures:** Person-centered support through mentoring and targeted intervention
- **Shape Community:** Positively impacting the community by connecting people together
- **Shape Change:** Reduce stigma, amplify youth voice and demonstrate best practice in the sector.



IMPACTS

- Increased confidence and sense of self-worth;
- Improved well-being, relationships, social skills and communication;
- Improved life skills such as financial management, cooking and hygiene;
- Increased meaningful use of time;
- Increased resilience.



OUTCOMES

- Reduced offending behaviour;
- Lowered risk of exploitation;
- Reduced substance use;
- Improved mental health;
- Significant movement from Not in Employment, Education or Training (NEET) to in Employment, Education or Training (EET).

“Being more comfortable around people and places, my confidence has grown, and waking up and actually leaving the house.”

-Young person

Working with Young People

We have a breadth of knowledge and experience working with young people, in particular, the needs outlined below although we work with a wide range of young people.

All our young people are experiencing at least one of these needs, however most experience multiple needs which compounds the level of risk they face.

At Risk of / Involved in Offending Behaviour

Some of our young people will have had involvement with the criminal justice system and be looking to move away from the revolving door of crime.

We offer non-judgemental support and opportunities to engage in positive activities away from potentially detrimental or negative influences.

Care Experienced

Care experienced young people are at the most risk due to their experiences such as 38% of care leavers aged 19- 21 years are not in education, employment, or training (NEET), compared to 13% of all 19- to 21-year-olds.

We work with care experienced young people to build confidence and resilience, widen opportunities and support with life beyond care.

At Risk of / Experiencing Exploitation

At risk young people are at particular risk of criminal, sexual, emotional and financial exploitation. The most common presenting need we support relates to county lines.

By showing positive alternatives such as routes into work and education, positive social networks and building resilience and confidence, we empower our young people with the tools to thrive as they move into adulthood.

Mental Health

There has been a significant rise in mental health challenges for young people in recent years. Almost two in three children and young people with a diagnosable mental health condition do not get access to NHS care and treatment.

We are there to provide community support for those needing our services where NHS care and treatment is inaccessible due to long waiting times or not meeting required thresholds

Many of our young people are overwhelmed by the number of professionals involved in their life. Volunteer mentors are a voice of reason there by choice not professional caseload. Volunteer mentors work with Caudwell Youth as a means of using their diverse skills and experience to have a positive impact on their local community.

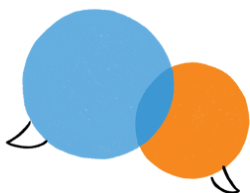


How to apply

If you would like to apply for the role please send a CV and covering letter to hr@caudwellyouth.org by 2nd December 2024.

Interviews with trustees and young people will be held via Teams in December.

If you have any questions about the role feel free to get in touch for an informal chat on 01908 973676 or by email: hr@caudwellyouth.org



“Being able to talk through problems. Going out with mentor has been one of the most amazing experiences that I have had. The mentor has taught me things that I never knew I needed to know.”

-Young person