

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 embark on our new strategy 'Going National'.

At Caudwell Youth we empower at-risk young people to shape their own future through mentoring and youth-led support. The outcomes our young people achieve are impressive, so we are setting out to scale up our programmes and extend reach.

We plan to build on our highly impactful mentoring programme to support and empower many more young people through four related programmes. This will involve working in partnership with young people and those who share our vision in the public sector, as well as with charities and companies.

A core part of our strategy is to engage young people who want to share their experiences to support their peers, challenge stigma and influence social change. In doing this we want to build our brand as an authentic voice of young people. A brand that young people identify with and trust.

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 communications, PR and/or digital marketing; and/or in scaling volunteering. We are also interested in experience of public sector funding/contracts. 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



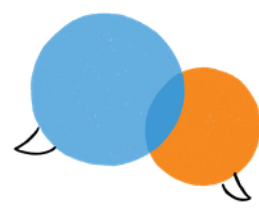
Trustee Role Description

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, we are particularly looking for skills and experience in **charity marketing and communications**, as well as **public sector funding / commissioning**. We want to grow our **volunteering** so experience here would also be welcome. 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, 4 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

Not all young people have the same opportunities in life. Caudwell Youth exists to level the playing field for young people at risk. We support young people up to 25 years, who face real challenges in their lives. They may experience mental health challenges, be care experienced or be at risk of exploitation or offending.

We provide person centred support through volunteer-led mentoring for up to 18-months, alongside a targeted intervention programme called Shaping Futures for high-risk young people. Founded by the philanthropist John Caudwell in 2022, we now support young people across Milton Keynes, Hertfordshire, Slough, Buckinghamshire, and Luton.

Over our first 3 years as a charity, our work has consistently achieved exceptional outcomes for at-risk young people. 95% reduced offending behaviour, 64% reduced their exploitation risk, 83% reported improvements in their mental health and 45% had moved into education, employment or training. When a young person makes progress, families and communities benefit too. In fact, economic analysis shows that for every £1 invested in our programme, we save the public purse £6.05.

Unfortunately, demand for our service far outstrips supply, meaning we have often had to close our waiting lists. Whilst the risks and challenges young people face continue to grow. We currently support around 400 young people. The driving ambition behind our forthcoming strategy is to reach more.

To achieve this we are setting out to develop and expand our programmes. To become a national charity. We will do this working with at-risk young people, empowering them in everything we do. Our ambition to support more at-risk young people is shared with them.

OUR VISION

A brighter future for at-risk young people.

OUR MISSION

Empowering at-risk young people to shape their own future through mentoring and youth-led support.

Our Values



Optimistic yet realistic



Include Intentionally



Deliver with Integrity



Empowerment

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





How to Apply

Our recruitment process is deliberately robust. We want to make sure you have all the information you need to be confident in your application for the post.



CONTACT US



APPLY

STAGE	INFORMATION	DEADLINE
Find out more	Contact HR, with any questions <u>you may have about the role</u> on 01908 973 676 or by email: HR@caudwellyouth.org	Thursday 20th Aug - Midday
Apply	Send your CV & one side of A4 covering letter letting us know why you are interested in this position and provide information on any experience relevant to the role. Your covering letter will be used for the blind selection process that is passed to the trustee interview panel to select, therefore please make it count! Email this to: HR@caudwellyouth.org	Thursday 20 th Aug - Midday
Shortlisting	The Trustees will review applications and shortlist those selected for interview. All applicants will be notified as to whether they are successful or not.	w/c 24th/25th Aug
Interviews	Interviews will take place online and will be a relaxed, informal conversation about your experience, interests, and what you could bring to the trustee role. During the discussion, we may ask a few structured questions to help guide the conversation. Candidates will be notified shortly after the interview regarding the outcome.	Thursday 3 rd September
Start Date	This is dependent on DBS check and references, but successful candidates can join still our September meeting as observers if these have not come through.	ASAP



"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