Work with us

Information pack

About Spear

Nearly 1 million young people in the UK are not in employment, education or training. Despite concerted efforts by many in the sector, this number is on the rise.

This is bad news for **young people**, who aren't fulfilling their potential; for **businesses** who are missing out on diverse talent, and for **society**, whose future thinkers, leaders and creatives, aren't flourishing.

Our vision is for every young person in the UK, regardless of their background, to fulfil their unique potential and contribute to society.

We launched the **award-winning Spear Programme** over 20 years ago, and there are now **18 centres across the country**, equipping unemployed 16–24-year-olds facing barriers to employment with the skills and mindset they need to find work and to thrive once they're there.

Our Spear trainees are incredible young people from a variety of backgrounds – often having faced significant challenges, including **mental health difficulties,** experience of **crime**, growing up in care, or **challenges at school.**
Meet some of our previous trainees.

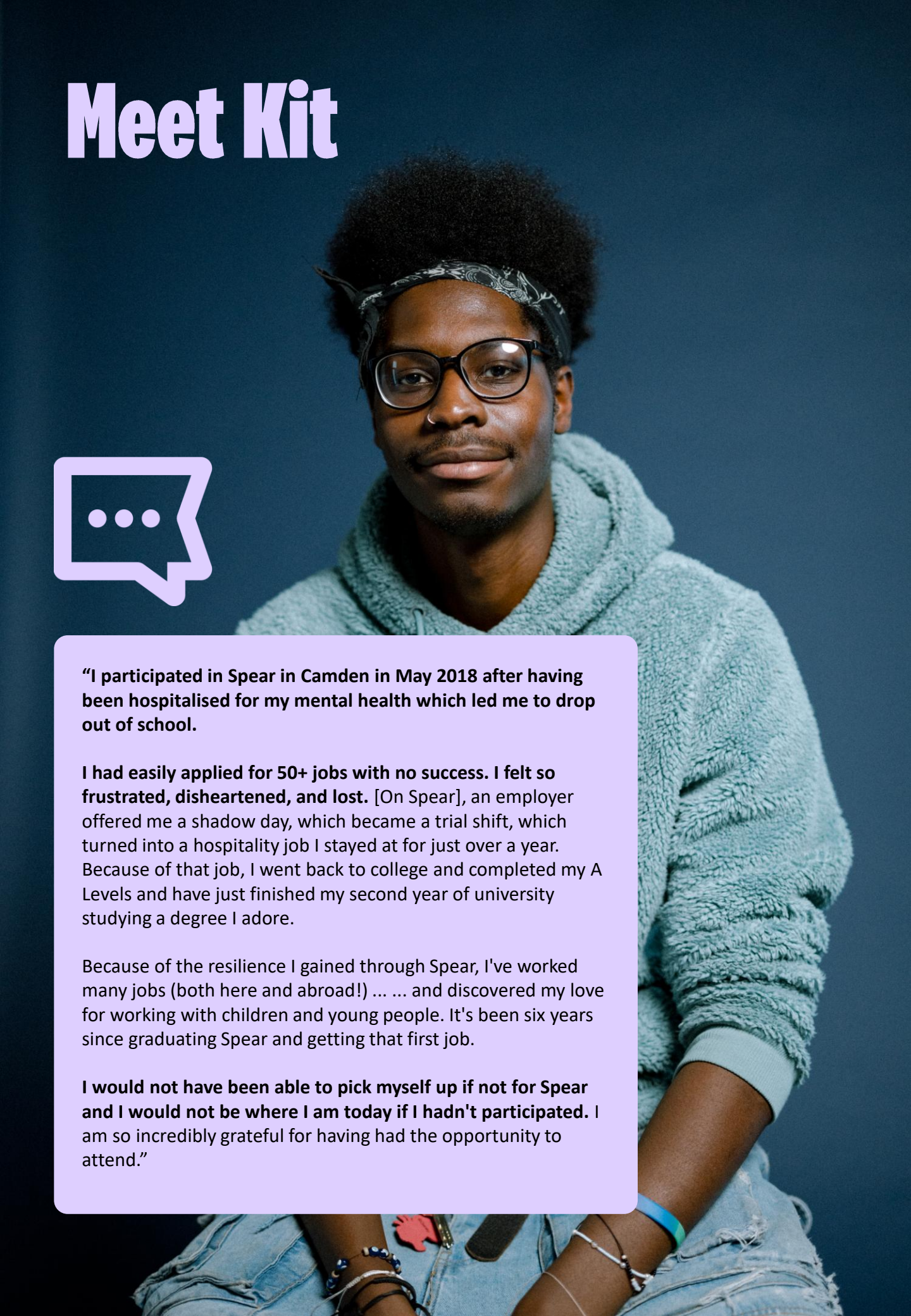
The Spear Programme uses a unique combination of **practical upskilling** and **coaching skills,** to help each young person gain the self-awareness, confidence and motivation they need to reach their full potential and succeed in long term employment.

Our Data Labs evaluation with the DWP showed that taking part in the Spear Programme **reduces the likelihood of being NEET by 20%** compared to those who do not.

Since its inception, the Spear Programme has **worked with more than 12,000 young people**, of whom **over 70%** are consistently in work a year later.

This year we are hoping to work with over 1,300 young people across the 18 Spear centres - **we'd love you to join us on the journey of making real impact.**

Meet Kit



“I participated in Spear in Camden in May 2018 after having been hospitalised for my mental health which led me to drop out of school.

I had easily applied for 50+ jobs with no success. I felt so frustrated, disheartened, and lost. [On Spear], an employer offered me a shadow day, which became a trial shift, which turned into a hospitality job I stayed at for just over a year. Because of that job, I went back to college and completed my A Levels and have just finished my second year of university studying a degree I adore.

Because of the resilience I gained through Spear, I've worked many jobs (both here and abroad!) ... ... and discovered my love for working with children and young people. It's been six years since graduating Spear and getting that first job.

I would not have been able to pick myself up if not for Spear and I would not be where I am today if I hadn't participated. I am so incredibly grateful for having had the opportunity to attend.”

Our Culture and Values

Our values are threaded through everything we do. Faith sits at the centre of our work, shaping our purpose and guiding our decisions. We are committed to a **culture of coaching and feedback** that supports growth and learning, while also making space for fun, connection and genuine relationships. We create an environment where **people can flourish and our mission can be lived out** with integrity and excellence .

Courageous faith

We pray and worship together, shared faith is our compass. We draw strength from God. We step into the new and unknown with trust in God.

TEAM VALUE

Healthy stretch

We bring high challenge and high support to help people grow. We offer and ask for considered and constructive feedback. We pursue the transformation we believe is possible – for ourselves and others.

TEAM VALUE

Real togetherness

We serve each other and connect as people, not just colleagues. We work in partnership to bridge social divides. We embrace diversity and help everyone belong.

TEAM VALUE

Bold impact

We set a high bar and endeavour to reach it. We take risks and learn as we seek to grow our impact. We bring professional heads and passionate hearts to deliver lasting change.

TEAM VALUE

Collective celebration

We champion others, calling out the gold whenever we see it. We take our work seriously but don't take ourselves too seriously. We bring joy, lightness and laughter to our work.

TEAM VALUE

What is coaching?

Coaching is part of our organisational fabric. We are passionate about its power to bring about robust change, and so **we use coaching techniques in everything we do** – whether delivering our outward-facing initiative, the Spear Programme, or internally as our standard approach to line management, meeting facilitation, giving and receiving impactful feedback, and recruitment.

We think our coaching approach makes our work better, and our culture unique.

Coaching is all about empowering an individual to come up with their own solution to a problem, by offering high-level listening and questioning techniques. If coaching is brand new to you, don't worry; **all our staff receive extensive and ongoing training in coaching techniques, delivered by our team of highly experienced Master and Professional Certified Coaches.** We're proud that the ICF has also recognised us as one of the top 10 organisations in the world to demonstrate the positive effects of coaching, as one of 10 finalists in the 2022 ICF International Prism Award.

Faith Expressions

Spear is a Christian charity, working in a range of settings, in partnership with people from all faiths and none. Although the Spear programme itself has no faith element, Our Christian faith underpins everything we do; it motivates and sustains us and is core to our mission. Prayer and worship are embedded into our, and our Church Partners', daily working practises, and all staff are required to lead a team prayer meeting from time to time. As such, there is a Genuine Occupational Requirement for any Spear Coaches to be practising Christians.

As attendance at the Spear partner Church is a requirement of this role, we'll discuss the commitment to Church involvement at interview stage, and ensure candidates are aware and are aligned with the church in question's theology. For more information, please reach out to the Spear recruitment team who are happy to discuss this with you before applying.

Diversity and belonging

Spear is built on a passion for social justice and a desire to see transformation in all areas of society. This includes in the areas of diversity and belonging within our own team.

We actively champion diversity, not for its own sake, but because we know differences in backgrounds, ways of thinking and opinions make us a stronger organisation.

Our coaching approach helps us build and maintain a culture where everyone not only has a seat at the table but feels like they truly belong there. This plays out in different ways - **think meetings where your participation is encouraged and valued regardless of your seniority; line managers who really listen to you and equip you to have autonomy in your role; and a senior team who want you to be your authentic self.**

Why work with us?

Working for Spear means **building a career with real purpose** - where your work **changes lives** and contributes to something bigger than yourself. You'll be part of an organisation that values **excellence and fun in equal measure**, combining high standards with strong relationships and a coaching culture. With **outstanding training**, meaningful development opportunities, and generous benefits, Spear is a place where you can **grow and thrive at work.**

What training do we offer?

We believe deeply in the power of the coaching approach, and this runs through all our internal training programmes. We provide comprehensive training to equip our team with essential coaching and leadership skills – either through **Coaching Academy** (for all Spear Coaches) or **Coaching for Leadership** (for non-Spear coaching staff, who are at manager level or above).

All Spear Programme coaches complete a foundational 5-day **Coaching Academy**, learning how to build buy-in, drive change and facilitate groups. Our **Coaching for Leadership** programme provides core coaching and leadership skills, that can be used to run effective 1-1s, engaging meetings and mediate conflict in teams.

In addition, all new line managers undertake a 3-day **Transformational Line Management** course to confidently give feedback, handle difficult conversations, and manage performance.

As well as this, we offer opportunities for **role-specific training**, ensuring everyone has the targeted skills and development they need to excel in their specific role.

SPEAR

Spear is the operating name of Resurgo Trust, a registered charity in England & Wales (Charity Number 1100885) and a company limited by guarantee (Company Number 04670794). Registered address: 3rd Floor Colet Court, 100 Hammersmith Road, London, W6 7JP.

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