



INFORMATION FOR APPLICANTS

Programme Lead (Youth Mentoring)

The Opportunity:

We believe every young person should have the opportunity to succeed in school. Do you? Could you help lead an initiative to eliminate school's exclusions in Camden, delivering high quality mentoring and championing young people to influence change?

Inspiring Inclusion offers high quality mentoring, youth services and participatory action opportunities for young people at risk of disproportionate school exclusion. It's a unique collaboration, delivered by The Winch in partnership with the Somali Youth Development and Resource Centre and Future First. Together, we work with young people from racialised communities, giving them the personalised support they deserve, whilst focusing on achieving long-term systems change.

The Winch has a proud history of building the capacity of local people to make changes and we invite you to help shape our future. You will lead the *Inspiring Inclusion* programme at the Winch and support our local partnership. You will work with professional youth work mentors to provide one to one mentoring opportunities to young people from racialised communities in secondary school. You will support and upskill other Camden community organisations in a **Mentoring Quality Framework** informed approach to mentoring. This will include designing and providing a programme of training and bespoke support to smaller, less resourced groups and online provision for more established groups.

Importantly, you will support young people to guide and steer the programme. You will develop and nurture paid Young Trainers to deliver our training offer, providing their insight and learning into what makes a great mentoring experience. You will work to create opportunities for young people to share power and to identify and step into other roles, including advocacy, research and representation.

About You:

You will be a values-driven, experienced and organised youth practitioner, with an appetite for experimentation, learning and improvement. You'll be keen to develop yourself and others. You are ready to lead a critical initiative for racialised young people in Camden and beyond.

You are a natural people-person. You spark the energy and enthusiasm of others. You will enjoy fostering purpose-driven collaborations, with a range of different organisations. You will have well developed communications, relationship building and problem solving skills.

You will be excited about building a network of brilliant mentoring support by, with and for young people; training young people and the organisations that serve them in Mentoring Quality Framework aligned practice. You will be committed to strengthening the culture and framework for participatory practices and power sharing at the Winch.

You will report to the Head of Youth Work and play a key role in shaping and delivering our overall provision and in securing our Winch's key aims.

About The Winch.

Founded in 1972, when local residents repurposed a dilapidated pub for the benefit of the community, The Winch's vision is to transform the life chances of children growing up in north Camden, London. We achieve this by making building a cradle to community ecosystem of support; drawing together relationships, opportunities and services around children, young people and their families.

The Winch has developed an innovative, evidence-informed model that is effective in supporting children, young people and families facing multiple disadvantages in our community. It works by putting their voices, experiences and aspirations at the heart of our work and doing whatever it takes - over the long term -to help ensure they can succeed.

We work collaboratively with partners to reduce fragmentation and stigma in how services are designed and accessed, and to encourage local cooperation. Our model drives the way we tackle poverty, exclusion and injustice, by 'building a village around the child'.

We're committed to the following values:

- Act with integrity
- Be ready for anything
- Go the extra mile
- Show compassion
- Take the initiative
- Work collaboratively

We believe:

- Every child deserves to flourish.
- Every child has the potential, meaning the capabilities and the strengths, to succeed.
- More can be done to transform the life chances of children growing up in poverty.
- There is no shortage of expertise and goodwill to support children and young people but what is needed is to get everyone together to support each individual.
- To transform life chances we must engage both the child and their ecology, that is the systems and interactions, which affect their development and opportunities.
- Community is central to children's wellbeing: it takes a village to raise a child

JOB DESCRIPTION:

Job Title	Programme Lead (Mentoring)
Salary	£30,500 per annum
Hours	40 hours per week. Some flexible working offered. Role is based on young people's lives and includes evening or weekend work.
Contract	Permanent
Accountable to	Head of Youth
Start date	Available for immediate start
Location	Based at 21, Winchester Road, Camden, London, NW3 3NR

The Inspiring Inclusion programme builds on the existing work and expertise of two community groups and a national charity working in a tried-and-tested partnership with Camden Council, local schools and academics. Our ambition is to end disproportionate school exclusion and scale up access to high quality 1-2-1 mentoring to more racialised young people across Camden.

The Programme Lead will be an experienced youth practitioner, skilled in working with young people using a holistic, strengths-based approach. They will be committed to improving work with young people; designing and delivering impactful learning opportunities, encouraging critical reflection, and adapting quality frameworks to local contexts. They will be excellent at organising and developing teams, and have an eye for improving the infrastructure and practices that underpin their work.

The successful applicant will have personal experience of racial profiling within a state education setting and be able to empathise with the individuals whom they will be supporting. You will need to be able to demonstrate this at the interview stage by discussing your own life experiences and how you would draw on these experiences within the role.

The programme is made possible thanks to the generous support of the Mayor of London's New Deal for Young People.

Job Description:

Programme:

- Lead and coordinate the Inspiring Inclusion programme at the Winch, to support to more young people from racialised communities facing disadvantage
- Design, develop and deliver impactful training and dissemination activities that increase the quality of mentoring provision for young people, using the Mentoring Quality Framework.
- Ensure young people's lived experience is woven throughout programme, including delivering a Young Trainers provision and building youth voice.
- Ensure that activities for and with young people advance the programme aims and are firmly aligned to the Winch's organisational goals, objectives and values.
- Support direct delivery where needed.
- Stay up to date with the external context and draw on your professional networks, resources and connections to enrich the Winch's mission.

Leadership:

- Provide leadership for the Inspiring Inclusion programme.
- Line manage staff, young people and volunteers.
- Support the Head of Youth and the Deputy Youth Work Manager and deputise when required to provide authentic, visible leadership for the youth team.
- Work as part of the Winch's wider team, ensuring support, collaboration and coordination with colleagues.
- Demonstrate creativity, innovation and a proactive approach when building and developing the Winch's youth voice and participation offer.
- Act as a champion for young people and help lead effective and comprehensive safeguarding culture and practices.

Partnership

- Engage constructively with our partners, supporting our shared ambition to effect change by ending disproportionate school's exclusions, and contributing to coordinating, learning and monitoring systems and processes.
- Proactively work with external providers and organisations to develop and realise opportunities for wider service delivery.
- Maintain our strong partnerships with local youth providers, schools, local authority and our donor community.
- Promote and champion The Winch in external settings.

Finance

- Develop, manage and monitor project budget and resources, alongside the Head of Youth Work, Finance Manager and fundraising team.
- Support the team in managing budgets and ensuring value for money services.
- Keep accurate records and provide reports on time

Monitoring, Learning & Evaluation

- Work with the Head of Youth and Winch team to ensure the quality, integrity and sustainability of its provision.
- Lead the adoption and embedding of the Mentoring Quality Framework at the Winch, and in the wider partnership.
- Explore, capture, interrogate and share learning in our work, adapting and applying appropriate theoretical and evaluation frameworks.
- Take responsibility for identifying and continually improving practices at the Winch
- Ensure internal and external reporting deadlines are met.
- Ensure effective risk management.

General Duties

- Attend and participate in individual, staff, trustee and team meetings, supervision, and appraisals, as required.
- Work collaboratively with and provide cover where necessary to other Winch programmes, including attending trips and residentials during school holidays.
- Conduct local outreach to maintain connections with local young people outside of the programmes.
- Always exhibit The Winch's values and positive behaviours.
- Demonstrate commitment to, and take responsibility for, safeguarding children, young people and adults at risk, in the context of your role.
- Take responsibility for your professional development and learning.
- Adhere to and help develop the policies, guidelines and processes of the Winch
- Make a significant contribution to The Winch's strategy, ethos and development.
- Demonstrate and model commitment to the principles of justice, equality, diversity and inclusion.
- Act as an ambassador for and champion of the Winch.

Important Note:

The Winch is committed to keeping children, young people and vulnerable adults safe from harm. The successful candidate will be subject to Enhanced DBS checks and be required to undertake safeguarding training

The Winch is committed to the principle of equal opportunity in employment and its employment policies for recruitment are designed to ensure that no job applicant or employee receives less favourable treatment on the grounds of race, colour, nationality, religion or belief, sex, sexual orientation, marital status, age, ethnic and national origin, disability or gender reassignment.

Person Specification

Essential	Desirable
<p>NVQ Level 3 qualification or above in Youth Work (or equivalent)</p> <p>At least 3 years' experience of working with young people in a professional role.</p> <p>Good working knowledge and experience of youth participation methodologies.</p> <p>Ability to plan, programme and project manage in a complex and varied environment, using appropriate project management tools.</p> <p>Experience of designing and delivering engaging in-person and online training programmes.</p> <p>Excellent knowledge of and proven ability to manage safeguarding of young people & adults facing risk.</p> <p>Experience of supervising and developing youth work staff and/or volunteers (including young people).</p> <p>Good project management and budgeting skills.</p> <p>Experience of working with effective reporting, evaluation and impact measurement.</p> <p>Understanding of the principles of justice, equity, diversity and inclusion and demonstrable ability to apply these principles in programme design and youth work practice with young people and their communities.</p> <p>Excellent communication, interpersonal and presentation skills.</p> <p>Good IT skills, use of Microsoft & G-Suite packages (including, word, PowerPoint, Excel, Google Drive, etc.)</p>	<p>Degree level qualification in youth work or a related field, evidencing knowledge of youth work theories and practice.</p> <p>Track record of working with groups facing systemic disadvantage, including young people at significant risk of racism, exclusion, violence or exploitation</p> <p>Experience of delivering high quality, participative projects or campaigns</p> <p>Experience of working with young people and staff in school settings</p> <p>Relatable life experiences to the young people you will be working with</p> <p>Up-to-date knowledge of issues impacting on young people, including insight into the causes and consequences of school's exclusion</p> <p>Good social media skills.</p>

How to Apply:

To apply for this position, please send us a

1. A comprehensive CV (Max 3 pages, A4)
2. A supporting statement (Max 2 page A4, Font Size 12). We reserve the right not to consider applications without a supporting statement.
3. Your contact details, including an email contact and telephone number
4. The names, positions, organisations and telephone contact numbers of two referees, one of whom should be your current/most recent employer. References will only be taken once your express permission has been granted.

If you are invited to interview, we would be grateful if you could let us know if you will require any special provision to assist you on the day, for example, as a result of any disability.

Deadline and Timetable:

The closing date for submission of applications is **10am on 12th June 2023**.

Interviews will take place on **Wednesday 21 June 2023**.

Interviews will consist of a staff interview panel and a young people's panel. Please hold the interview date, if possible, as it will be difficult to rearrange young people's attendance.

Please send your applications to jobs@thewinch.org or contact us if you have any questions about the role.