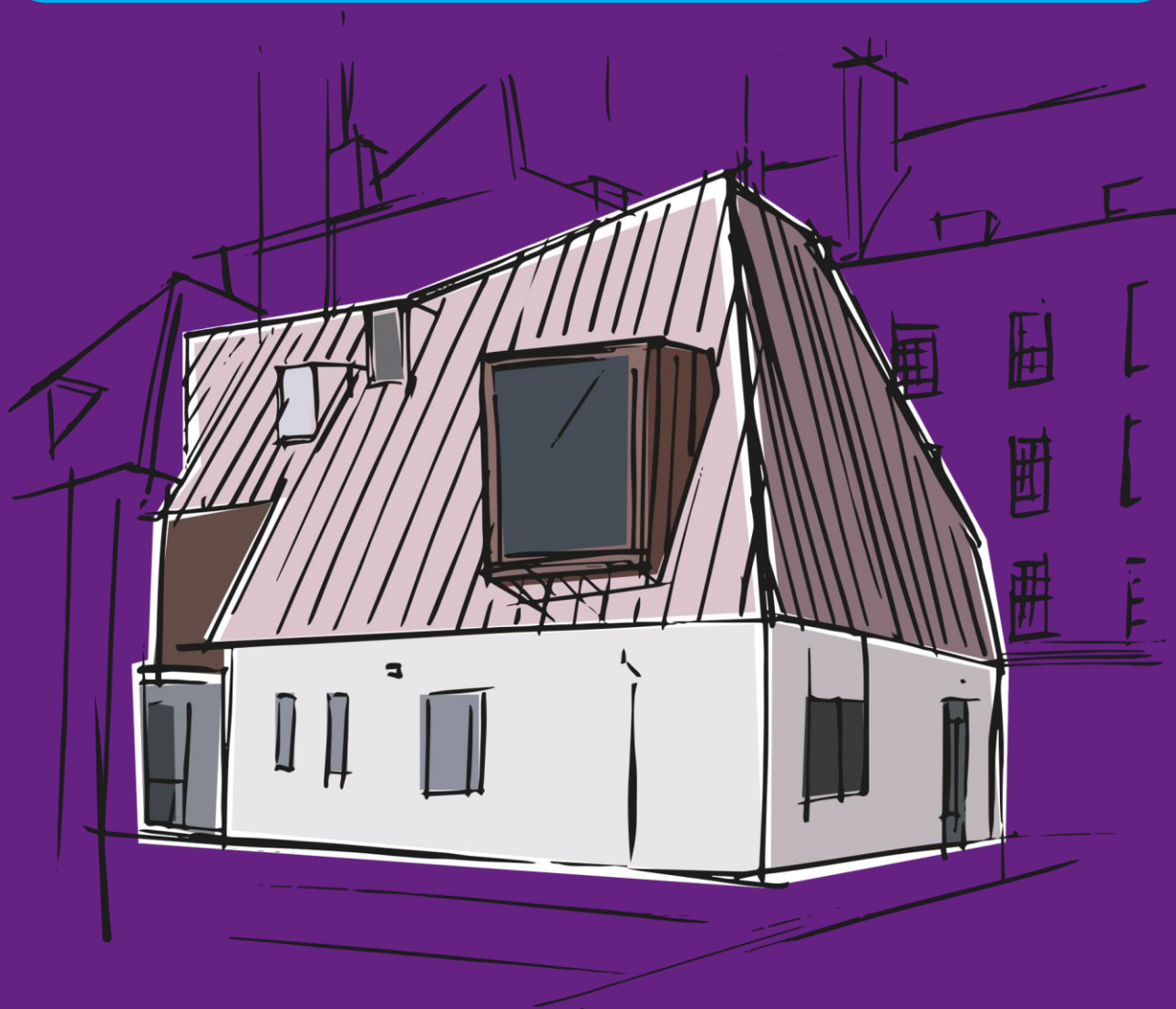




New Horizon
Youth Centre

Trustee recruitment briefing pack

April 2022



Covid-19 has changed everything, but a central truth remains in the capital. Far too many young people find themselves, unhoused, unsupported and unsafe. Worryingly these numbers are growing and may continue to grow.

Against this challenging backdrop, New Horizon Youth Centre has been reflecting on how we can best respond to these uncertain and fast evolving times. Through the summer and autumn, we have been speaking with national and local government, the sector, staff and of course young people considering the challenges posed and the solutions our new strategy needs to address.

As well as constant adaptation, the last two years have required a fast-moving pace. There has been a sense of urgency to our work each day and there is a sense of urgency to find the long-term solutions too. Our strategy review has forced us to pause and reflect, to step off the wheels of change and consider our next steps.

As we all emerge into the new normal, it is critical that we ensure that young people, especially those experiencing homelessness, are front and centre of thinking and investment. The severity of the situation demands a bolder and bigger response than we might previously have conceived necessary, and this response will require us to grow – in every sense of the word.

We need to grow our staff headcount so that we can keep up with demand. We need to further invest in our policy and comms work so that we work our campaigning even harder. We need to invest more in our staff and look after them as they take on the challenge. And we need to do more to bring young people and all of our partners with us on the journey. As we emerge from the pandemic, the words of Najma, one of the young people we have supported this last year, rings in our ears...

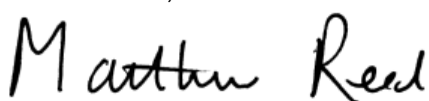
“We need to come back and come back stronger”

Central to these plans of course is our Board of Trustees. Much as we have been reflecting on how our strategy needs to adapt, we have been reflecting on the skills and experiences we need to lead New Horizon in the years ahead.

As the organisation moves into a new era, and with several long-standing Trustees with terms about to expire, we want to recruit four new, diverse Trustees to help guide us.

We very much hope that you will be interested in becoming one of these new leaders and if so, the following pack details more about the process.

Best wishes,



Matthew Reed, Chair

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 daycentre, via outreach and remotely, our multidisciplinary team of 50 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 information about our impact, [please download our latest annual report](#).



Commitment to Equality Diversity & Inclusion

New Horizon Youth Centre is committed to recognising and valuing difference and ensuring fairness and equality; and recognising and seeking to redress inequality and disadvantage wherever possible.

As a service provider to young people experiencing homelessness and as an employer, we aim to be empowering, supportive and to offer as much flexibility as possible in order to help each individual realise their full potential as users of New Horizon Youth Centre and as employees. We believe that this approach is key and central to promoting and developing diversity.

We recognise that true diversity in our community and within the staff group also involves a willingness to act, where necessary, by combating the effects of existing barriers to fair and equal treatment. Within society certain groups are unfairly discriminated against – for example on the grounds of race, gender or gender identity, disability, sexuality, age and class - and are, as a result, disadvantaged in terms of their access to services and employment. We will, where appropriate and where possible, seek to positively redress the effects of this discrimination. Any action we take will be legally compliant and consistent with our approach of making users and staff feel valued and respected.

We also recognise that many people have suffered disadvantage and barriers to progress for all kinds of reasons related to them as an individual and not because of their personal characteristics. This may include homelessness, employment, 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 background

New Horizon Youth Centre is deeply committed to inclusive working practices, so during the application process we commit to:

- Paying for childcare and care costs whilst you are at interviews.
- Paying for your travel costs to the office and back for interviews.
- Making any reasonable adjustments – for example ensuring we have a sign language interpreter organised in advance if you'd like them.
- Providing this document in a Word document format readily available to download.
- Offering a guaranteed first stage interview with Inclusive Boards 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.

Our work is guided by four values:

We see the best in everyone

We all have strengths and the potential to make the best of our life and work, when given a fair chance

We are dynamic in our approach

We are always adapting because the world changes and what young people need and want changes

We collaborate on solutions

We trust and work with diverse people and organisations so that we can achieve more together

We are our word

We do what we say we will because the young people we support, our team and our partners deserve nothing less



Our strategic objectives:

Through 2022 – 2025 New Horizon Youth Centre will focus on:

1. Delivering high quality, trauma-informed services for any young person that needs our support

- **Refocusing our services around four key outcomes areas** (Housing, Safety, Life-skills, and health) to help us specialise further and grow our impact.
- **Redefining the welcomes into our services** so that we can build trust and ensure young people get the support they want and move on.
- Creating a **brand-new health offer and optimising the scale of our housing offer** to address these continued areas of significant need.

2. Working with and through others to optimise our offer and maximise our impact.

- Continuing to **invest in the London Youth Gateway youth homelessness partnership**, scaling it's reach and finding more ways to collaborate.
- **Revitalising our centre as a hub** that provides both drop-in and specialist services via our team and a network of committed partners that share our values.
- More deliberately **sharing best practice with partners and statutory agencies** so that more professionals are equipped with the skills and knowledge to help.

3. Saying what others won't say and doing what others won't do to ensure that no single young person misses out, even the young people we will never meet.

- **Prioritising services where needs exist without solutions**, working with others to innovate and bring these issues to public attention.
- **Redoubling our policy work and building our evidence** to put 'grit in the system' and ensure that the issues affecting young people are understood and acted upon.
- Working with young people to **reframe the narrative around youth homelessness**, ensuring that they have the right platform to campaign for change.

And importantly will continue to focus on:

4. Sustaining a well-run organisation that invests in staff and celebrates the diversity that makes us a success

- **Making good on our commitment to be anti-racist**, embedding diversity across our work and practice.
- **Renewing our staff care and investing in our technology and facilities** so that the team have the practical and emotional support they need to thrive.
- **Setting ambitious goals for our fundraising** so that we have the resources and financial security to be ruthless in the pursuit of our mission.

For more information, please read our Strategy, [Coming Back Stronger](#), in full via our website.

"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."

Najma, 21



Our Governance and finances

New Horizon Youth Centre has a robust approach to Governance with a diverse, skilled and experienced Board in place to oversee our work. Our Chair, Matthew Reed is an experienced leader in both the public and third sectors and the day-to-day operations of the charity are delegated to our Chief Executive, Phil Kerry who has been in post for almost four years, leading the organisation through the pandemic.

Our Trustee Board meets six times every year and their work is supported by three subcommittees that focus on Finances, Diversity and Organisational Development, and Audit and Risk. These meetings allow us to monitor financial performance against budget, programme performance against operational plans, make good on our commitment to being an anti-racist organisation and keep abreast of strategic, financial and operational challenges. Time limited Board Working Groups are also used to progress priority areas and in recent years these have helped us navigate through Covid-19 and create a new strategy.

New Horizon Youth Centre operates from a robust financial base and we are grateful to have so many long-standing supporters of our work. Despite the instability of the pandemic, we had another strong year of financial performance. Having set a break-even budget position for the year, we were pleased to deliver our expenditure under budget and generate a surplus on unrestricted funds at year end of c£250,000. As of 31 March 2021, unrestricted funds stood at £1,202,103 of which of £1,143,547 are free reserves, representing just under six months of running costs.

The Board of Trustees remain confident in its ability to continue to raise funding from the public, private and voluntary sectors because of the respect New Horizon commands in the sector and our success in growing corporate and high net worth income streams. As such, it plans to grow its level of service in 2022-23 whilst also making some additional investments into the new areas of our strategy. For the 2022-2023 financial year we are likely to break through the £2.5million income mark for the first time and have set a break-even budget of £2.7million to reflect this.

More on our Trustees can be found at: <https://nhyouthcentre.org.uk/about-us/our-board>

Roles and responsibilities

Although both our Chair and Treasurer have changed in the last three years, our Board has been otherwise stable for some time, and we have a small and effective group of Trustees now leading the organisation. However, with some long-standing Trustees with terms coming to an end, and a new strategy just launched, we feel that it would now be prudent to begin recruitment of new Board members.

We are seeking up to four new Trustees - we're particularly interested to hear from candidates who have skills/experience in the following areas:

- Youth Work
- Safeguarding
- Health
- Public sector policy
- Fundraising
- Digital

In addition to the skills listed above, we are looking for Trustees who:

- Bring new lived experience to the Board with a particular interest in minoritised communities, homelessness, age, mental health and neuro diversity.
- Are passionate about our mission and can live our values.
- Are excellent communicators, able to engage with the cross-section of our volunteers, employees and trustees.
- Have good listening skills and an openness to others' views.
- Have an ability to bring insight and interrogation to the implementation of an organisational strategy.
- Are comfortable taking high-level decisions about the future of the organisation.

Additional information

Time Commitment

The Board meets six times a year, plus an annual strategy away day. Trustees are also encouraged to join one of the Board sub-committees: Audit and Risk Committee, Diversity and Organisational Development Committee and Finance Committee.

Conflict of Interest

All candidates will be asked to disclose any actual, potential or perceived conflict of interest, and these will be discussed with the candidate to establish whether and what action is needed to avoid a conflict or the perception of a conflict.

Location

68 Chalton St, London NW1 1JR, with meetings taking place on site or via Teams.

Terms of Appointment

An offer of appointment will be made once all candidates have been interviewed, and will be subject to satisfactory completion of eligibility checks, including reference checks. If you are offered an appointment you will receive a detailed summary of your main terms and conditions. Board members are appointed for a three year term and may be eligible for reappointment for two additional terms of three years.

Remuneration

This role is unremunerated. Travel expenses as well as other out of pocket expenses directly incurred as part of official Trustee business will be reimbursed.

Safeguarding

Trustees are subject to the provision of all child protection legislation, and all policies governing staff that work with children and vulnerable adults.

Timescales and how to apply

The recruitment process is being undertaken by Inclusive Boards on behalf of New Horizon Youth Centre. If you wish to apply for this position, please supply the following by 23.59 29/05/2022.

- A detailed CV setting out your career history, with responsibilities and achievements.
- A covering letter (maximum 2 sides) highlighting your suitability for the role and how you meet the criteria listed in this pack. Please note that the covering letter is an important part of your application and will be assessed as part of your full application.
- Please provide details of two professional referees together with a brief statement of their relationship to you and over what period of time they have known you. Referees will not be contacted without your prior consent.
- [Diversity monitoring form](#) - your data will be stored separately from your application and will at no time be connected to you or your application.

If you have any questions or would like to arrange a call to discuss the role please email NHYC@inclusiveboards.co.uk or call 0207 267 8369.

Please visit www.inclusiveboards.co.uk/opportunities to apply online or send your CV and cover letter to NHYC@inclusiveboards.co.uk

Thank you for your time and interest in supporting New Horizon Youth Centre with this important set of appointments.



New Horizon
Youth Centre

Giving potential a home since 1967

Nhyouthcentre.org.uk / @nhyouthcentre

Charity: 276943 / Company: 01393561