

The Archbishop of York Youth Trust

CEO Candidate Information Pack

2021



**THE ARCHBISHOP OF YORK
YOUTH TRUST**

Be the change you want to see

A Message from Archbishop Stephen and our Chair

The vision that God gives us in Jesus Christ is of a new and renewed humanity. The work of the Archbishop of York Youth Trust is one of the ways in which that vision is worked out. Learning more of its work has been a particular delight since I started in my role.

Giving thanks for all that has been achieved since the Youth Trust has been established, this is an exciting time to be appointing a new CEO to lead the work of the Trust as we emerge from the pandemic, responsive to the needs of the church and nation. There is a strong record of service, especially through the Young Leaders Award to build on, and the beginning of a more focussed attention to evangelism among young people which is a particular priority for me.

In addition, The Church of England have committed to be a church which is Jesus Christ centred and shaped captured under three headings - simpler, humbler, bolder. With the right CEO, the Youth Trust has the potential to make a major contribution to the renewal of the life of the Church, ensuring young people are welcomed and included as we continue to serve the nation. As you consider whether this might be the next role for you, please be assured of my prayers for you.



Archbishop Stephen Cottrell
The Archbishop of York

Thank you for exploring the possibility of becoming our next CEO.

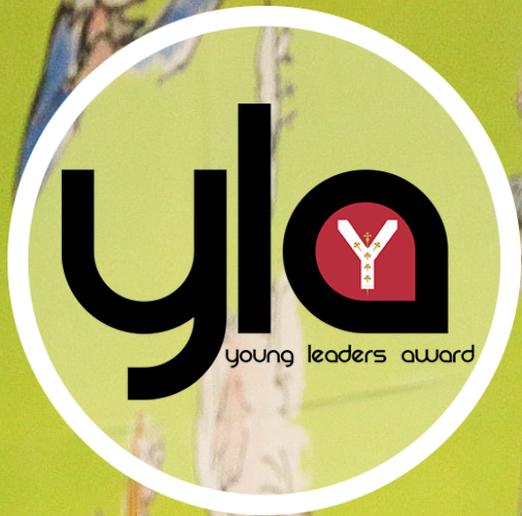
We are passionate about empowering young people to transform society and seek a CEO with a similar commitment. You will share our desire to be ambitious and creative in building on the success of our Young Leaders Award and in contributing to the vision of The Church of England to be younger, bolder and humbler. To do this you need to be a clear strategic thinker with aspiration, imagination and inspiration. You will be someone who is ready to work with trustees and a committed staff team to develop and implement the vision needed for the next stage of our journey.

While the pandemic has been challenging for us, our expansion plans had to be put on hold and we had to adapt the way we work, we remain financially stable. We are confident in our future and excited about the possibilities that exist to step out in new ways.

Please do read further and discover more of our work and if you might be the person we are looking for. If you think that might be you then please be in touch.



Bishop Robert Springett
Chair of Trustees



About The Archbishop of York Youth Trust

About us

The Archbishop of York Youth Trust was established by Dr John Sentamu in 2009 and now sits within the remit of Archbishop Stephen Cottrell, the 98th Archbishop of York. The Youth Trust is founded on Christian values and is inclusive to all in its ethos and activities. We believe that every young person is unique, of great worth, and has the potential to change our communities for the better. We exist to empower young people to serve their generation, putting the needs of others before themselves, as displayed in the life of Jesus and people from many faith traditions.

We have recently become a member of the Fair Education Alliance and are one of the first charities in the country to receive the Charity of Character Kitemark from the Association of Character Education.

Our Vision

To see a generation of young people empowered to transform society.

Our Mission

To develop opportunities for young people to grow in leadership, faith and character, in partnership with schools, churches and communities.

Our Values



Trust

Establishing and maintaining trust and transparency within all work relationships and communications



Joy

Celebrating the stories of changed lives and our positive impact on young people and their communities



Excellence

Commitment to a hardworking and professional approach, sharing knowledge and skills across the field



Humility

Open to learning new things, listening attentively, and staying true to our servant-hearted approach to leadership



Community

Valuing the vital role each person plays in our mission as an interconnected team; respecting one another and building a welcoming and inclusive environment



Creativity

Being open minded and willing to think outside of the box, exploring alternative options as well as trying new approaches to achieving our mission

The Youth Trust Timeline

2008

Archbishop Sentamu launches the Youth Trust with endorsement from Archbishop Tutu. Fundraising begins!

2012

YLA growth continues, Archbishop Sentamu takes Young Leaders to meet Bear Grylls.

2013

Following the success of the KS3 and 4 Awards, development begins for the KS2 YLA.

2014

The YLA reaches 200 schools and 20,000 Young Leaders!

2016

The Youth Trust take their first group of young pilgrims to Taizé.

2018

Allchurches partner with the Youth Trust, with a grant of £500k to expand the YLA nationally.

2020

Archbishop Sentamu retires and Archbishop Stephen becomes the 98th Archbishop of York.

2021

It is announced that over 100,000 Young Leaders from 1,000 schools have taken part in the YLA.

2011

The first YLA co-ordinator is employed and develops the KS3 and KS4 YLA.

2012

By June 2012, 10,000 Young Leaders from 100 schools have completed the YLA.

2014

Youth Trust announces over £70k of grants awarded since 2009.

2015

Youth Trust announce partnership with Uni of Gloucestershire to lead on YLA research in 2016-17.

2017

50,000 Young Leaders from 450 schools complete the YLA.

2019

The KS1 YLA launches after the success of the KS2 YLA.

2020

The National Younger Leadership Groups are launched in partnership with The Church of England.

Our Work

In 2020, we launched our new five year plan, which is based on these three pillars: Developing Leaders, Growing Faith, and Raising Hope.

Developing Leaders

We deliver the Young Leaders Award (YLA) from KS1 - KS4/Post 16. We continue to roll out and deliver the YLA on a national scale, alongside developing new Award programmes and initiatives that will enable us to increase our engagement and positive influence with young people. Additionally, we aim to develop new YLA products, launch a Youth Council and continue to grow the National Younger Leadership Groups in partnership with The Church of England.

Growing Faith

We aim to develop programmes and initiatives that provide opportunities for children and young people to explore and grow in the Christian faith; in partnership with schools, churches and communities. We will do this by building on our youth pilgrimage work, developing an Award scheme for the church setting and by growing our engagement with Missional Youth Church Network.

Raising Hope

We aim to research and develop programmes and initiatives that help to tackle disadvantage, and through working in partnership with schools and churches, provide young people with positive role models and mentors within their community. We will do this by researching and piloting a school-based mentoring programme and also by re-launching a grant making programme.

Amelia's Young Leaders Award Story

After taking part in the KS3 YLA, 15-year-old Amelia became passionate about supporting her local community. She noticed the need to support those who are homeless in her local area, so committed to do something about it. Amelia and some fellow students formed a social young enterprise company called 'Supporting the Streets', of which Amelia is the Managing Director. This is the first social young enterprise company to donate all profits to the homeless.

Supporting the Streets has provided over 600 portions of soup from donated produce to the homeless. Amelia and her team made 'Bags of Love' which were also distributed, contained an outfit, new underwear, a coat, snacks, a book and toiletries. Over 300kg of textile waste was used for these bags which was diverted from landfill, creating an environmentally friendly gift for those in need.

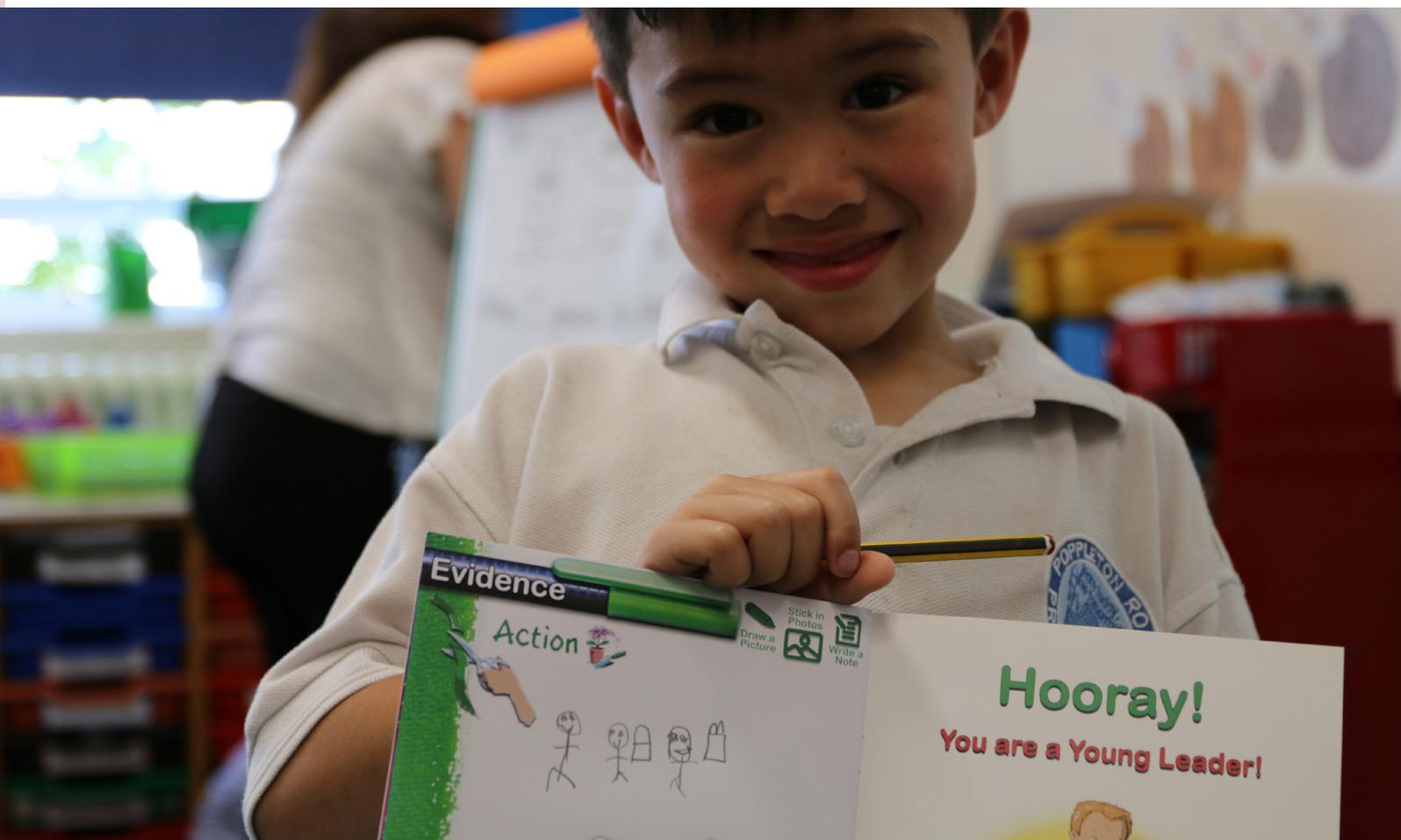
“I am extremely proud of what we have achieved and I am very optimistic about the future, I hope that we continue to learn from our experience and the impact our actions can have on others, however small.”

Amelia, 15



Developing Leaders - The Young Leaders Award

The Young Leaders Award is a fully resourced leadership and character education programme, designed by the Archbishop of York Youth Trust, to be delivered by teaching staff within the classroom. The Award has empowered over 100,000 pupils from 1,000 schools to learn and practise key leadership skills and character virtues and to transform their communities through social action. Available at KS1 to KS4/+16, the YLA has clear links to SMSC, British Values, PSHE, Character Education, Citizenship, RE and SIAMS.



The Young Leaders Award post-Covid

The YLA helps young people to develop the character virtues and leadership skills they need to 'cope with life' and develop a sense of purpose, both during the ongoing uncertainty caused by the pandemic, and once we emerge from it into a post-Covid world.

The Award allows character virtues such as kindness, perseverance and teamwork to be taught explicitly and implicitly through the curriculum and through experiential learning as pupils engage in social action projects to bring about positive change in the communities they belong to. Structured opportunities for pupils to work with people they wouldn't normally come into contact with, and the opportunity to be of service to others, develops their confidence, resilience and community-mindedness. By empowering them to speak out about the issues of concern to them, and to know how they can take action, we let young people know their opinion matters.

Research¹ has shown that young people who engage in social action have higher levels of wellbeing, feel less anxious and feel more connected to their school or college. They also tend to have stronger personal networks. A study by the University of Gloucestershire² into the impact of the Young Leaders Award found pupils developed their teamwork skills and resilience, growing in confidence and self-esteem. Their emotional awareness was also enhanced and there was a positive impact on pupil engagement. 60% of the young people questioned said they wanted to continue volunteering when they finished the Young Leaders Award.

Youth-led social action not only benefits the young people taking part, but also society, creating a double benefit. In the aftermath of the Covid-19 pandemic, the Young Leaders Award offers children and young people a unique opportunity to help re-build their communities, find a meaningful purpose and be a part of the solutions needed to address the issues we all face in a post-Covid world.

¹ www.iwill.org.uk/organisations/embed-social-action/education

² www.archbishopofyorkyouthtrust.co.uk/research



Growing Faith

At the Youth Trust, we believe that young people have the power to change the world. Equipping young people in leadership and character, founded on Christian values, and supporting pupils to have their voices heard and to challenge social injustice in community, is central to our work and values. In today's climate we believe this is even more important.

The main way we enable this to happen is through our YLA, however, a growing strand of this work is through our Growing Faith work, where the team have produced many faith development resources and projects, as free resources for thousands of schools and churches. Our vision is to help pupils explore the Christian faith and their own beliefs and values more deeply, considering Kingdom values including servant leadership, justice, thankfulness and compassion, and what practical actions they can take to support their communities.

In the last year, we have been involved in producing The Church of England National Younger Leadership Groups, the Thy Kingdom Come youth reflections, The Church of England Advent youth reflections, alongside our own faith development resources for Advent and Lent.

Here are just a few of the Growing Faith projects we have been involved in and co-ordinated recently:



Shocklach Oviatt School's YLA Story

Key Stage 2 Young Leaders from Shocklach Oviatt C of E Primary School in Cheshire made waves of impact through their community social action project. During the YLA, the pupils became increasingly aware of their plastic use and how the schools uses single-use plastic.

The pupils wanted to do something about it, so they invited the Managing Director of their school's catering company to visit, asking him to consider using an alternative to single-use plastic for their plastic juice containers. To their surprise, the Director agreed and committed to not only offer an alternative to their school, but also to all of the schools that he works with in Cheshire West and Chester.

But the pupils didn't stop there. They also took part in a clean-up of their local beach after being encouraged by their local MP to continue their hard work in supporting climate change.



Rasing Hope

In 1973 in the UK, one in seven people lived in poverty. By 2017 this figure had moved to one in five and indications are that this may be moving closer to one in four today¹. According to the Child Poverty Action Group, there were 4.1 million children living in poverty within the UK in 2017-18, that's 30 per cent of children, or nine in a classroom of 30², with this figure expected to raise to 5.2 million by 2022. We know that a child's life chances are significantly reduced when starting from a place of poverty, but so often this statistic does not tell the full story. The Children's Commissioner for England, Anne Longfield, stated in her Vulnerability Report (2018) that around 2.1 million children in England – one in six – are living vulnerable lives due to complex family circumstances, with an estimated 825,000 children living in a family with domestic violence³.

In our work at the Youth Trust, we have always sought to raise hope and aspiration amongst young people, including those living in deprivation. We have seen this through our Young Leaders Award, grants activities and events in partnership with donors and businesses. However, given our influence and relationships with schools, and our strong connection to the Church of England and their Education Department, there is a unique opportunity for us to diversify our work and create intentional mentoring programmes and activities that will help tackle disadvantage and vulnerability, and equip the church and local volunteers to support and mentor vulnerable young people within their schools and communities.

1 www.jrf.org.uk/report/uk-poverty-2017

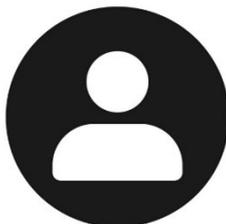
2 www.cpag.org.uk/child-poverty/child-poverty-facts-and-figures

3 www.childrenscommissioner.gov.uk/publication/childrens-commissioner-vulnerability-report-2018/



The Youth Trust Team

SENIOR LEADERSHIP TEAM



CEO



Nick Watson
COO



David Lapish
Director of Finance

VISION AND STRATEGY GROUP



Elizabeth Howat
Director of
the YLA



Rosie Fraser
Director of Comms
and Digital



Stewart Graham
Director of
Fundraising



Ruth LeBreton
Assistant Director
of the YLA

CORE TEAM



Jo Patton
Creative Digital
Lead



Mandy Potter
YLA Administration
Lead



Rozy Brian
Primary Strategic
Lead



Chris Hughes
YLA Administrator



Michelle Wood
YLA Administrator



Clair Kitching
Regional Schools
Worker



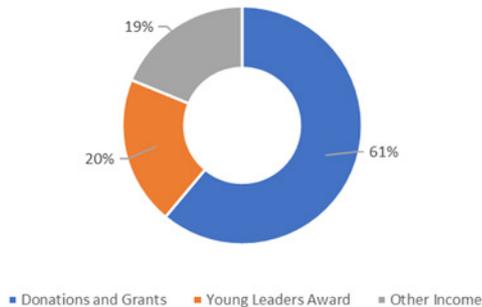
Sarah Guy
Regional Schools
Worker



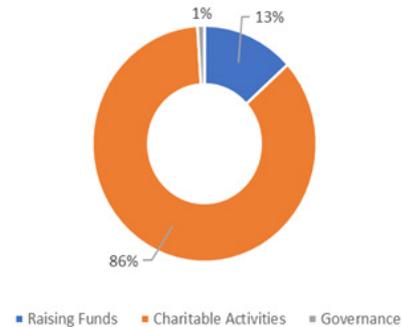
Zoe Clark
Conference
Administrator

Financial Health

Income for year ending 31st March '21



Expenditure for year ending 31st March 2021



Thanks to the generosity of an AllChurches Trust Transformational Grant, the Youth Trust has almost doubled in income and expenditure in the last three years although this fell back a little due to the Covid-19 impact on education.

In recent years, our funding has been largely split between sales of the YLA to schools, fundraised income (predominantly trusts and grants, major gifts and challenge events) and the grant from Allchurches Trust. We have a Fundraising Trustee Working group who work with our Director of Fundraising and the wider team to prioritise and maximise income opportunities where available, although the fundraising environment has proved challenging during the Covid pandemic. Last year we made use of the government's Coronavirus Job Retention Scheme (Other Income) which helped to offset some of the shortfall in fundraising and YLA sales.

Our reserves currently sit at seven months of average operating expenditure. Our target reserves level is six months.

Sales of the YLA at the end of academic year 2020/2021 were higher than predicted and we hope to continue this trend as schools reopen for the new academic year in September.

The Role of the CEO

General Information

Title - Chief Executive Officer

Salary - £53,000 - £58,000, with employer pension contribution up to 5%

Location - York based

Summary of Role

- Setting an ambitious vision for the Trust with the board of Trustees and implementing this vision effectively through strong strategic leadership of the staff team
- Securing commercial sustainability for the Trust through wise business planning and the selection and implementation of key revenue streams
- Leading effective approaches to fundraising, securing significant voluntary income from a range of sources
- Working closely with the Archbishop of York and his staff team to integrate the Trust's work with the wider Vision and Strategy of the Church of England, with a particular focus on its priority to become a 'Younger and More Diverse' church through the 2020s
- Enhancing the Trust's impact and profile locally, regionally and nationally, developing effective networks with principal supporters, stakeholders and partners
- Modelling and setting the Trust's culture and values, ensuring it is well administered and meets governance responsibilities
- Building and leading the Senior Leadership Team (SLT), ensuring the Trust delivers on its strategic objectives in accordance with agreed policies and plans
- Ensuring that the governing body regularly reviews the Trust's vision, mission and strategic plans

The Role of the CEO

Leading and Managing the Organisation

Support the Chair of Trustees ensuring:

- A revised ambitious long-term strategy is developed and implemented, which can lead the organisation in achieving its core objectives
- Progress on the implementation of this strategy is regularly evaluated
- Appropriate presentation and reporting on the progress of the organisation, ensuring the organisation meets all its governance responsibilities
- The organisation's fundraising and financial goals are secured in the medium- and long-term
- Policy proposals are developed for discussion and decision at the board of Trustees
- The continued engagement/involvement of all members of the board and as appropriate, monitoring and advising on the composition of the Governing Body, its committees and the process of self-assessment and development
- An annual calendar of meetings of the Board and its principal subcommittees is in place



The Role of the CEO

Lead the Staff Team

- In the communication and implementation of the agreed strategy, including reviewing progress against the plan and setting appropriate targets
- In setting and modelling the charity's culture and values, ensuring that staff are motivated and understand how their roles and responsibilities directly link to the Trust's vision
- To implement a system of measuring the effectiveness of the charity, with regard to impact on beneficiaries and society, as well as assessing and gathering feedback on the culture and values of the organisation
- To define and secure the resources (i.e. human, material and financial) needed to operate effectively
- To ensure that the charity has the appropriate policies, procedures, systems and processes in place and that they are being implemented effectively
- Taking responsibility for the growth and development of the Team, Trustees and Ambassadors, ensuring opportunities for wider learning are in place (i.e. Team days, Retreats, Training, Trustee away days, Trustee working groups)

Financial Management

- Ensuring financial accountability in collaboration with the board of Trustees, Director of Finance and COO
- Work alongside the COO and Directors of Finance and Fundraising to set annual budgets in accordance with the Trust's priorities and strategic plans
- Work with the SLT to ensure that income is maintained, and expenditure controlled in line with budgets, and that potential risks are identified and managed
- Work alongside the Director of Fundraising and COO to develop income generation strategies to maintain and enhance the level of funding from existing sources and develop new funding streams
- Develop and build relationships with partners, supporters, existing and potential funders to maximise opportunities for income generation

The Role of the CEO

Promotion of the Charity

- Maintain effective networks with all principal supporters and stakeholders ensuring the charity is presented in a professional manner
- Maintain positive working relationships with the Archbishop of York, Board of Patrons and Ambassadors, to ensure they communicate effectively the work of the Trust within their networks
- Increasing knowledge and understanding of the faith, youth and education sectors, ensuring the consistency of our message throughout the organisation and being aware of new opportunities for growth and development
- Seek opportunities to expand and promote the role of the charity nationally and internationally
- Represent the charity in public forums, such as, speaking at conferences; attending education and youth network events; producing written material for the charity's own publications/ promotional material, as well as any other appropriate external channels
- Represent the charity within electronic and print media when required
- Build effective and strategic partnerships with other charities and organisations that will enable the work and values of the Trust to flourish



Personal Specification

Essential experience

- Senior-level strategic management responsibility for a charity, other not-for-profit organisation or relevant commercial business
- Experience of working or volunteering within a Christian faith-based setting and mission, e.g. The Church of England
- Lead responsibility for, or substantial involvement in, fundraising/business development and external relationship management in pursuit of business objectives and income targets
- Responsibility for managing standard financial and operational management practices and processes, e.g. budget planning and monitoring, project planning; staff management; performance management
- Operating in compliance with legislation and reporting within standard corporate policy and procedure in pursuit of excellence in governance

Desirable experience

- Experience of working within a youth engagement setting that seeks to develop leadership, character and faith
- Experience of working alongside school leaders and teaching practitioners
- Knowledge of the National Curriculum for schools and particularly for religious education, character education, and pupil engagement
- Experience of growing and developing SME charities utilising a mix of voluntary and commercial income streams

Personal Specification

Skills and abilities

- Leadership and people-management ability that inspires and motivates others
- Ability to provide strategic vision and translate this to operational objectives
- Planning and organising skills in order to produce operational plans, manage projects and establish appropriate organisational business processes
- Empathy and social skills in order to build effective working relationships with others, e.g. church leaders, school leaders, young people, decision makers in local education authorities, funders, suppliers and regulators
- Effective negotiating, influencing and persuasion skills at the highest level
- Excellent oral, written communication and presentation skills including the ability to present in public with gravitas and conviction
- Effective team-working and collaboration skills
- Financial and business acumen - assessing opportunities and applying resources effectively
- Ability to innovate and apply new solutions

Special conditions

- There is a Genuine Occupational Requirement (GOR) that the post-holder is a practicing Christian, either a communicate member of the Church of England or a member church of Churches Together in England or the Evangelical Alliance
- A personal as well as a professional commitment to harnessing the potential of young people to transform society
- Willingness to undertake work outside normal office hours and to travel as required within the region and in UK
- Undertake other duties as may be required from time to time

Personal Specification

To be successful in the role you need to be a clear strategic thinker with aspiration, imagination and inspiration who is ready to work with trustees and a committed staff team to develop and implement the vision needed for the next stage of our journey.

Senior-level strategic management responsibility for a charity, other not-for-profit organisation or relevant commercial business is essential as is experience of working or volunteering within a Christian faith-based setting and mission.

Within the parameters of the GOR attached to the role, the Trust is committed to diversity and inclusion in its workforce and seeks to attract applications from the widest possible talent pool and to appoint on ability.

The Trust strives to promote a culture where people can be themselves, are valued for their strengths and are recognised for the contribution they make to the achievement of our mission.



How to Apply

How to Apply

For an informal conversation about the role, please contact our recruitment partner, Simon Lloyd, Director, NFP Consulting on 07961 988 523 or email - simon.lloyd@nfpconsulting.co.uk

Apply online at www.nfpconsulting.co.uk/archbishopofyorkyouthtrust

Application is by way of CV with a Supporting Statement that should set out your motivations for applying and how your work experience to date meets the scope of the responsibilities. As a general guide, your Supporting Statement should be around two sides of A4.

Closing date: Monday 27th September

Selection process and timescales

Stage 1 – week beginning 4th October

First round of screening interviews will be conducted by NFP Consulting.

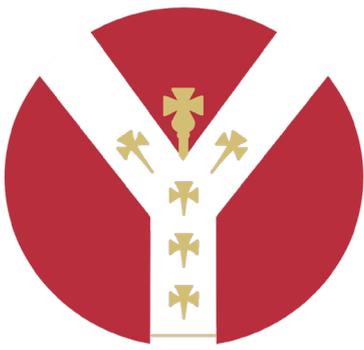
Stage 2 – Wednesday 20th October and Thursday 21st October

Over the two days there will be the opportunity for candidates to meet with variety of staff and other stakeholders, which will be in addition to the formal panel interview and tasks. The intention is to hold the selection process on site in York and in full compliance with the legal requirements and Government guidance for the containment of the spread of COVID-19 that apply at the time.

For the preferred candidate there will be a meeting with the Archbishop of York, Stephen Cottrell, on the afternoon of Thursday 21st October

Accessibility

Please let us know if you have any special requirements which we might need to consider in relation to the selection process, e.g. attending interview, completing any part of the selection process. Any requests will not be taken into account in the selection process.



THE ARCHBISHOP OF YORK
YOUTH TRUST

Be the change you want to see

abyyt.com
info@abyyt.com