



YUAF YOUNG URBAN
ARTS FOUNDATION

TRUSTEE APPLICATION PACK



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WELCOME

Dear potential Trustee,

Thank you for your interest in the role of Trustee with us here at the Young Urban Arts Foundation- or as we like to refer to it – YUAF (Pronounced You-af).

My Journey with YUAF started in the summer of 2018; I immediately found a resonance with the core beliefs, values and prolific desire to work with young people in a creative environment. Joining the board, I was given an opportunity to offer skills and input into the wider strategic functions. However, this was a very different offering to that of which I first anticipated.

Being on the ground as a volunteer offering mentorship and practical experience from within the wider creative sector was my originally envisaged route. As part of my development as a trustee, I still feel there is room to engage in this way. My belief is that to be an effective trustee; I must gain a working knowledge of the core day to day operations.



In return, you will be rewarded with:

- **Increased peer-level networking opportunities**
- **Practical development and training in a range of disciplines**
- **A creative outlet to explore ideas**
- **The greatest sense of achievement you will ever experience when you see, first-hand, the impact your input brings to beneficiaries and the wider community.**

We look forward to receiving your application and exploring the start of your YUAF journey.

Sam Nankivell - Chair



YUAF: AN INTRODUCTION

YUAF was founded in 2009. **We believe music, art and culture have the power to change lives**, and it is this belief coupled with a **knowing that each young person has potential beyond what we can see** that lights us up, get us out, and doing the work that we do.

"I set up YUAF because I was once, one of the young people who we now help. Brought up in challenging circumstances surrounded with violence and mental health issues which led me down a path with potentially could have led me to prison, addiction or who knows what else. Luckily for me, I was born with a musical talent which I used as a tool to help me channel my life experiences and attracted a creative community who helped me to steer down a more positive path. Music saved my life, and this is the essence of why YUAF exists. Every creative experience is a stepping stone into a new possibility and new opportunity, and it's our job to take them a step closer from where they are, to where they want to be. I am proud to say we have reached over 20,000 young people since its birth and with your contribution, we can reach even more"

Kerry O'Brien, BEM, Founder/CEO

"Since the bus came to my estate, so many opportunities have opened up for me, and now I realise that anything is possible for me to do."

TJ, 16, Hackney

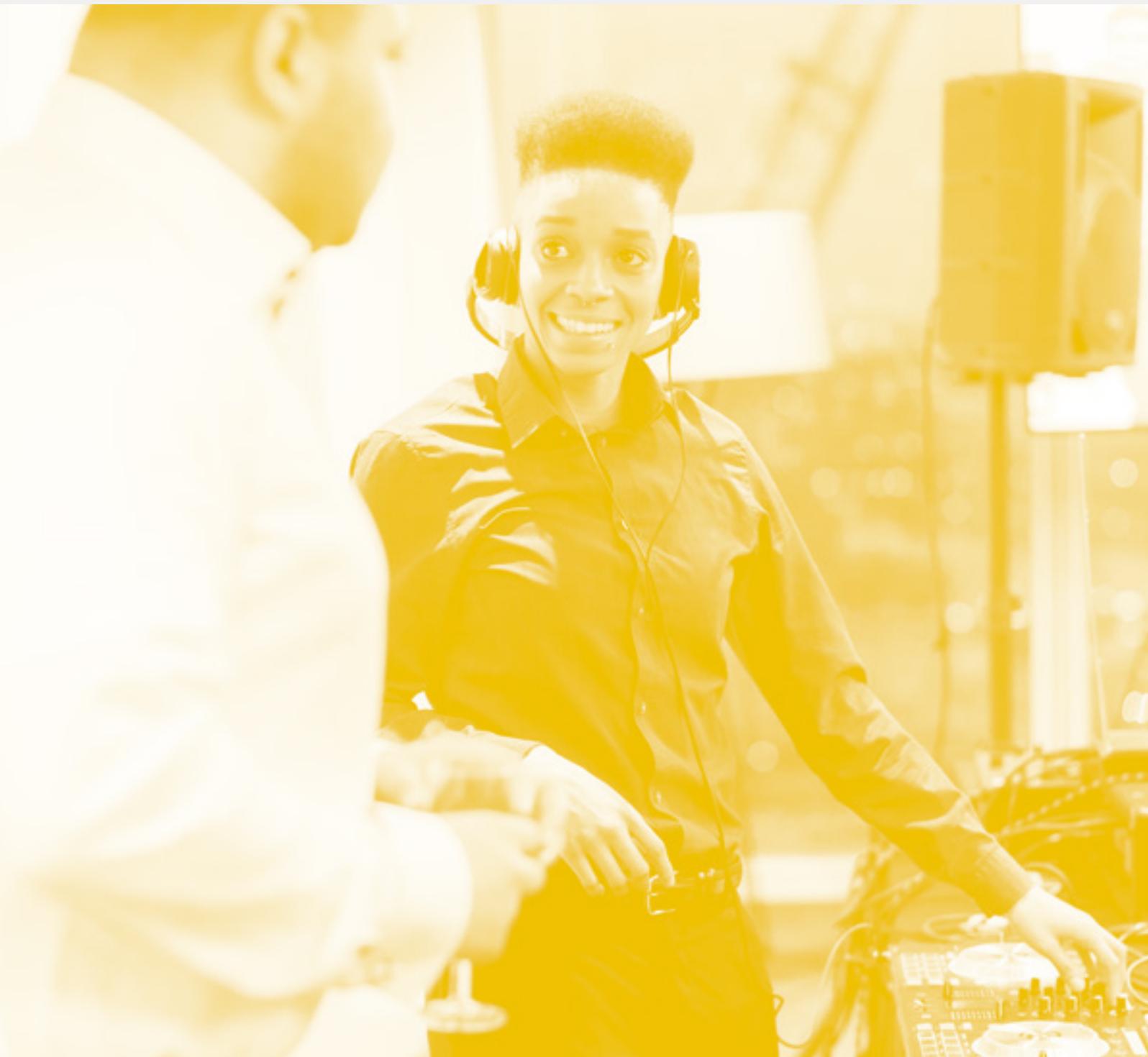


OUR VISION

By 2025, we aim to empower 3,000 within youth global majority communities to have every young person seen, heard and celebrated.

OUR MISSION

To empower the lives of young people by strengthening well-being and building opportunities, through creativity and culture.



WHAT WE DO

Our programmes are designed to **focus on mental health and well-being**, enabling young people **to feel more resilient and empowered** as they navigate these challenging times.

To achieve this, **we stay on our toes, keep a keen eye on what is happening in society, consult with young people** (our guru's) and work with passion and flexibility to create programmes, projects and workshops that can help fill the gaps.

All of our work seeks to meet young people where they are. One of the programmes that literally does this is our multimedia bus workshops, which travel to communities with less externally funded creative input and economic support. In these communities, the bus is a safe and exciting space to inspire and build young people's confidence.

YUAF Facilitators also run projects and programmes in schools, community centres, youth hubs and online! Our work with partners provides young people with opportunities to gain further training or work experience, allowing them to build a long-term rapport and support system.

With a small core team, we run over ten programmes with a focus in London and some of the programmes working with young people UK wide.

Take a look at our programme pillars below:

EMPOWERMENT

YUAF Empowers
Mind over Matter
Awesome Coaching

OUTREACH

Creativity in Communities
Educate to Create
Detached Youth Work

AMPLIFIED

Thrive & Connect
YUAF Masterclasses
YUAF Open Mic & Performs

PATHWAYS

YUAF Futures

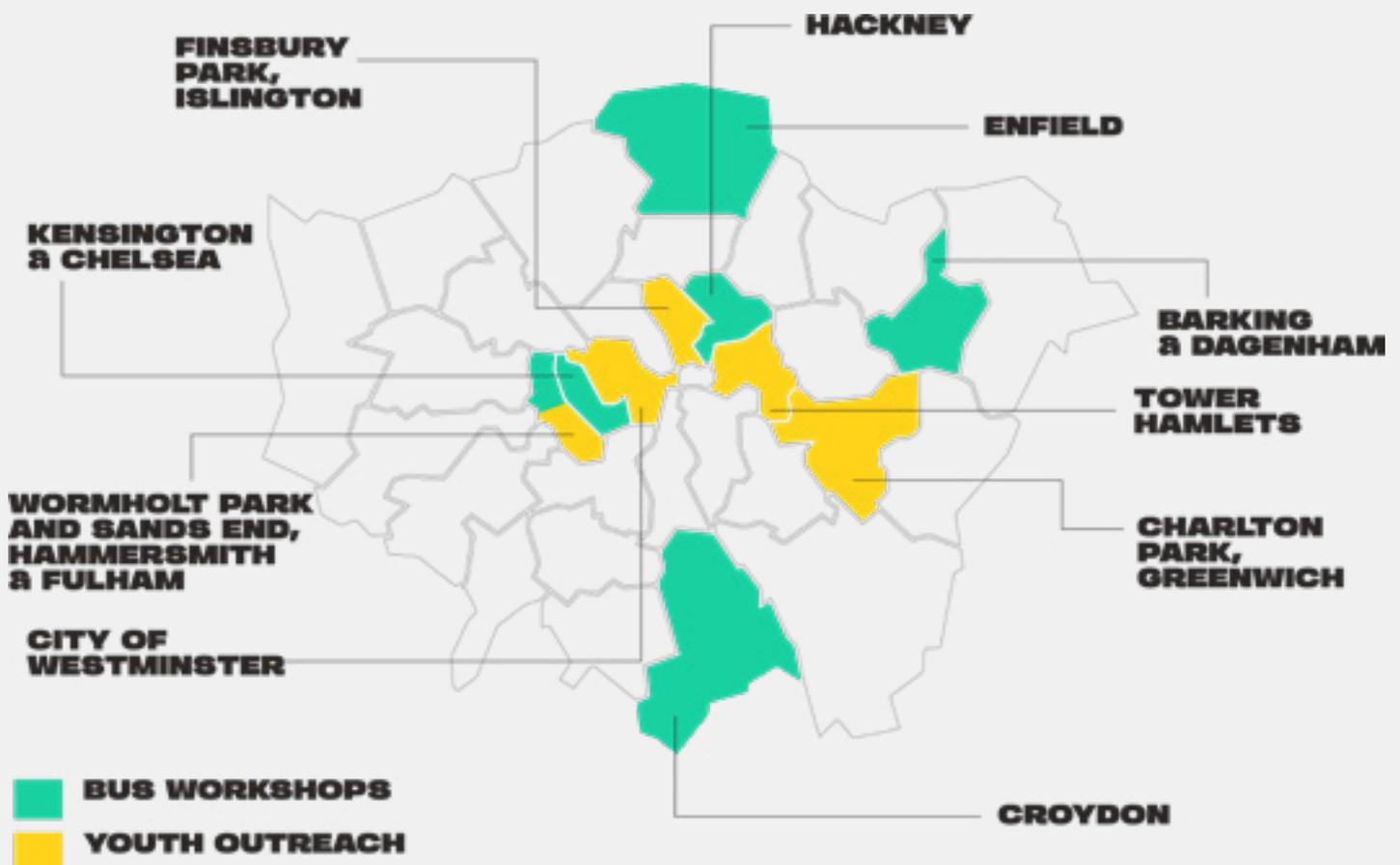
OUR ACHIEVEMENTS 2020 – 2021

In the last two years the world as we knew it has experienced extreme change, turmoil and uncertainty, our young people needed us more than ever, we knew we had to adapt to ensure we continued to support them in new ways.

Across 2020-21 we fast-tracked digital offer as part of our longer-term strategic objectives, launched new programs and a new aftercare service (Pathways). When many organisations reduced in size or operations, YUAF grew exponentially doubling in revenue and staff, attracted major brand partnerships, capacity building grants and the ability to offer a vast range of workshops, experiences and opportunities for our young people.

In addition to this we have been awarded both Silver and Gold Quality Marks from London Youth, certifying that we are working at the highest quality, and recently picked up an award from the DJ Mag Awards for Innovation & Excellence 2021.

Over the last two years, we have worked with a total of **1989 young people** our face to work reached people in the below areas:



62 young people have gone through our Pathways programme

49 of those young people that have progressed to other opportunities

New programmes that have been developed:

- Thrive & Connect
- YUAF Futures
- Pathways
- YUAF Talks
- YUAF Performs
- You Are Awesome

New roles that have been created:

- Fundraising & Partnerships Manager
- Pathways Coordinator
- Logistics Coordinator
- Youth Engagement Manager
- Creative Industries Coordinator (YUAF Futures)

New partnerships:

BURBERRY

DI++O

SELFRIDGES&CO



UNIVERSAL PRODUCTION MUSIC



SONY MUSIC



OUR STRATEGY 2022

As a new trustee, **you will contribute to our 5-10 year plan** as we are in an exciting transitional period. You can be assured the transition will not slow our development!

Over the next year, we plan to maintain the number of beneficiaries and programs which were delivered, and launched over the past 24 months, with two exceptions of the Young Future Leaders program, which will begin working with our youth board to enable young people to take up more leadership roles within YUAF and acquiring a new media bus, if successful with funding.

Our key objective is to reflect, analyse, consolidate, consult with users, tweak and refine our current delivery model to become even more user-informed and led preparing for further growth 2023 - and beyond. 2022 is about stability, creating a more sustainable model through brand partnership support that has proven to be a successful fundraising and partnership model so we can become less reliant on grants and trusts.

Our 2022 Aims in Numbers:

- **1000 - 1200 young people** will be **engaged through the outreach and online interventions**
- **60 young people** through **Pathways**
- **24 young people** through **YUAF Futures**
- **60 young people** through **Awesome Coaching**
- **18 young people** will complete our **Young Future Leaders Program**, currently known as the Youth Advisors Board
- **2 young people** will be **appointed to the board of trustees by 2023**
- **2 young people** will be **identified and developed to join the YUAF team for paid work**
- **cross-cultural programme** is launched **between YUAF and Jamaica** and **develop partnerships in Kenya, East Africa**



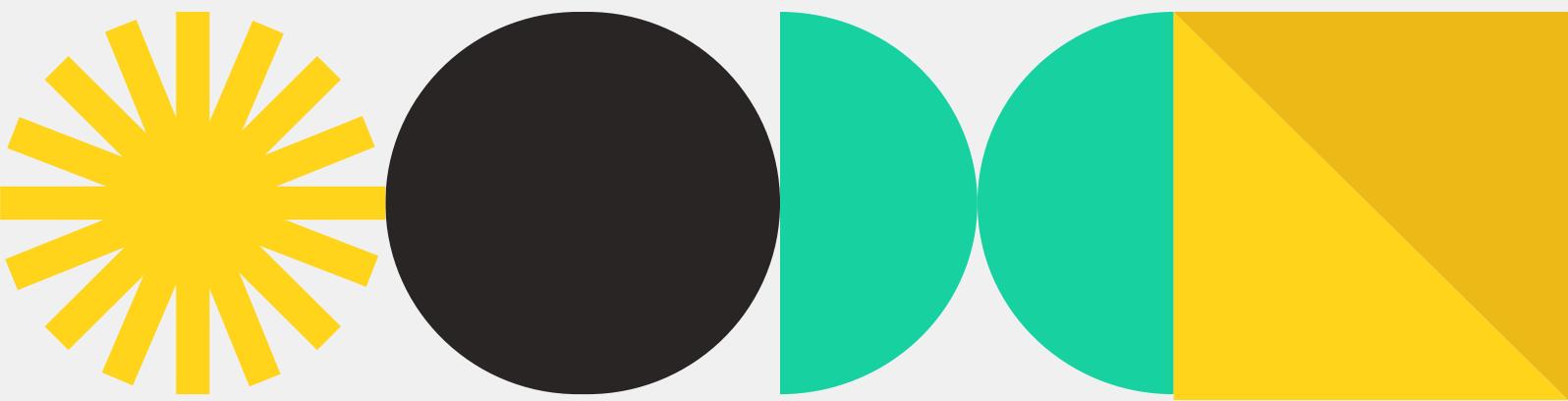
WHAT BEING A TRUSTEE WITH YUAF LOOKS LIKE

What is the purpose of a trustee?

Trustees work with a team of people called a Board of Trustees (BOT). All charities have a BOT; they are a group of skilled and passionate volunteers who make sure that the charity is as effective as possible in carrying out its objectives. The Board of Trustees are legally responsible for the charity, and it is the shared role of the trustees to ensure that the charity is well run and financially secure whilst it is doing what it said it would do.

What would you do as a trustee?

- Use your insight and experience to help us to achieve our goals and ambitions;
- contribute to future goals and business planning, particularly regarding the future direction of YUAF;
- act as an ambassador for the charity;
- volunteer an agreed amount of time and expertise to work alongside other Trustees and/or YUAF Management (each role description has a different amount of required time, please see the links below for further information); and
- attend 3-hour bi-monthly board meetings, visit projects, events and other meetings as and when needed.



What type of person are we looking for?

- **People who are passionate about young people** and the work that YUAF does in empowering them to take ownership of their futures to make their dreams happen;
- **people who believe in the benefit of equity, diversity and inclusion;**
- **people who have knowledge and are compassionate about the issues and barriers that are facing young people,** particularly young people living in inner-city environments; and
- people who **understand the value** of and are willing to give time for:

a full induction of YUAF and the trustee role;
occasional attendance and participation in away-days;
preparing for meetings; and
doing any follow up tasks.



ROLE DESCRIPTIONS

We are hoping to recruit the following roles; please click the links for the description of the specific role:

SECRETARY

TREASURER

LEGAL TRUSTEE



HOW TO APPLY

To apply, please complete the following forms:

YUAF Trustee Application Form

Equal Opportunities Monitoring Form

The deadline for applications is 5pm Friday 22nd April 2022.

If you would like to discuss the role before applying, please contact Kerry, YUAF CEO, by email: kerry@yuaf.org.uk

Interview Timetable

You will hear if you have been shortlisted by the end of April, and we will also find out your availability to meet.

The first stage interviews will occur via zoom.

Second stage interviews will be face to face in London. The interview panel will comprise of a Member of the BOT, CEO and a young person/member of the operations team.

Unfortunately, we will not be able to give feedback to applicants who have not been shortlisted, but we can offer feedback to any person who has had a first or second interview.

We look forward to reading your applications!



YUAF'S APPROACH TO RECRUITMENT

As part of our commitment to a fair and open recruitment process, YUAF anonymises all applications we receive before shortlisting candidates for interviews. As part of the application process candidates are invited to anonymously complete an equal opportunities form, which is used to understand how far our adverts are reaching; it does not inform selection decisions.

Once a vacancy has closed, the 'about you' section of the form is separated so that only the 'why you would like to be a trustee' section of the application forms are shared with the shortlisting panel. At least two people carry out shortlisting of applications.

As a youth organisation, Safeguarding is critical. It is a vital part of our recruitment process, which includes undergoing an Enhanced DBS check and providing references from professionals confirming you are safe to work with young people.

DIVERSITY & EQUAL OPPORTUNITIES

YUAF is an equal opportunities employer. We are committed to attracting, recruiting and retaining diverse candidates, as it's essential that our team reflect the communities we serve at every level within the charity.

We especially welcome applications from under-represented groups and are committed to making adjustments that would support you in applying for or carrying out the role. We are currently under-represented by Disabled and neurodivergent people, people from the Global Majority and the LGBT+ communities.

If you have any questions or concerns about accessibility, then please contact lydia@yuaf.org.uk

