



Scottish Youth Mentoring Children

Trustee Recruitment Pack



Growing2gether is now an independent organisation and expanding the Trustee Board. If you see the amazing potential of young people, are touched by their vision, their wish to make a difference in the world, their longing to belong and, to feel that their life matters – this may be for you. If you are also touched by the inequity, the wide attainment gap and the mental health needs of many young people in Scotland today – then this may be for you.

Our young people have told us:

“I finally feel like I am ok as a person, I always thought everyone else was better than me, but being in this group has helped me to try different things.” Susan, who witnessed violence towards a sibling and lived in a women's refuge when her mother fled an abusive relationship.

“Growing2gether was an inspirational experience. It gave me a lot of confidence and I can now speak to people better. It was nice to see my child grow - she really brought me on. For example, when I was reading a story, I thought that everyone was judging me, actually, they were just interested in what I had to say”.

“It helps socially and with education if you're not attending school. A good experience if you are struggling with your life”

“I hope everyone is as proud of me as I am of myself”

Having been successfully incubated as a separate project by Ecologia Youth Trust since 2017, with support of the EYT board, we have now become an independent charity. We are now looking for Board members to help develop the new organisation and join the current trustees.

Welcome

Thank you for your interest in applying for this volunteer role. Alongside the deserving young people that we serve, the Trustee Board will be at the heart of Growing2gether. It will be the Board that ensures that we stay true to our Vision and Mission, never lose our focus on the well-being of young people and continue to provide an intervention that is both transformative and healing. Without your contribution, we could not exist.

We know first-hand the benefits of volunteering - from boosting your own mental wellbeing and learning new skills, to the deep satisfaction that comes with supporting young people to move towards their immense potential, to learn to believe in themselves again and to aspire for more. This is what you'll experience through this new role.

Our Vision, Mission and Values

Our vision

A world where all young people can realise their unique potential, improve their lives for the long term, and contribute to stronger communities.

Our mission

We give young people facing disadvantage the support they need to thrive, raising aspiration and to make positive choices in their lives. We build their mental health, educational engagement and life skills, so that they can contribute to their communities.

Our Values

We value:

- Introducing/evoking meaning and purpose
- Igniting self-awareness and self-belief
- Expanding relationship/connection to Community
- Loving youth-led co-creation
- Fostering the realisation of potential and inherent strengths
- Providing a safe place to explore Self
- Learning through playful curiosity and fun



Growing2gether

Both of our main innovative Growing2gether programmes connect young people to their communities: as mentors to children in need of extra support, and by creating youth-led projects In the Community. Our aim is to explore the potential for developing a consortium of partners to effect and strategise a larger scaling up of G2G beyond Highland Schools and we will roll out our innovative G2G programme in Scotland to reach 576 young people mentoring 576 children.

- Our Aim is to support a growing number of vulnerable children and young people to reach their potential through tested therapeutic or community-centred models by:
 - rolling out our innovative Growing2gether programmes in Scotland to reach 1,344 children and young people;
 - rolling out our Growing2gether in the Community programmes in Scotland to reach 266 young people and 6 communities with youth-led projects

Our Flagship Programme: Growing2gether Mentoring

Working in partnership with Highland Council, schools, and parents, Growing2gether launched in January 2017. Young people also wanted Growing2gether: 86% thought volunteering as a team to mentor a child could build confidence (Survey, 270 young people, Highland). They asked for improved mental health/to find solutions to bullying; 92% wanted a qualification (Survey 120 potential participants, 2017).

Growing2gether, an early intervention programme targeting two sets of vulnerable children, disengaged young people and small children in need of support, has been delivered in 11 secondary schools in deprived areas in the Highlands of Scotland (Inverness/Tain/Golspie/Invergordon/Thurso/Dingwall/Wick and Fortrose. To date, we have reached over 1,100 disadvantaged children and young people.

Our Outcomes

- 24% increase in mental health and wellbeing
- 87% of teachers agreed that the experience had helped the young people emotionally
- 80% of young people agreed that the programme made them aware of themselves and the consequences of their actions.
- 83% agreed that education provides them with more opportunities in the future
- 74% agreed that Growing2gether has made them feel more confident in their abilities
- 81% of programme finishers received a personal development qualification (Level 3/4 SCQF - Self Awareness and Self in Community Units)
- 88% of parents agreed that Growing2gether gave their child a sense of clarity about their future
- 94% of young people would recommend the programme to other young people

Our Youth Led Growing2gether in the Community

Funded by the Scottish Government and ESF fund, Aspiring Communities, we were able to pilot a new programme, three **Growing2gether in the Community youth led groups**. The first three pilot In the Community groups were astonishingly successful.

Our young people have told us that, after mentoring, they want to continue giving back to the community, so we designed Growing2gether in the Community youth led opportunities. Growing2gether graduates are offered the opportunity to plan/develop their own community project, drawing on community need appraisal. Over a further 16 weeks, the young people learnt leadership, project planning and communication skills, increasing their confidence/inclusion. To provide enhanced capability at local level, we supported the young people to find knowledgeable volunteers from the local community as a mentor on their community project.

Growing2gether in the Community builds on learning from Growing2gether and creates a year-long programme to transform the wellbeing, relationship skills and engagement of marginalised young people from low-income families. The new programme delivers innovative, long-term local solutions that address local priorities and needs.

Our Youth Mentoring Programme

During Covid we delivered a youth mentoring initiative to meet the increasing mental health and well-being needs of young people. Delivered in small groups or 1 to 1, this programme was highly successful in supporting young people through a challenging time and is a programme we are aiming to expand depending on funding

Role description – Board members

We are looking to recruit more Board members to join the existing group of people that includes the Chair, Treasurer and Secretary.

To ensure we have the skills we need, we would welcome people with skills in:

- Education and working with young people
- Safeguarding
- Charity governance
- Financial management
- Actively support Fundraising (e.g., opening doors to contacts)
- HR
- Public relations and communications

We would particularly welcome people with lived experience of our mission and people who live in the Highland Council region, where our services are based. In the first instance, trustees will be appointed for 2 years, renewable up to a maximum of 10 years. After 2 years, 2 trustees will step down each year by a rolling process to encourage a balance of renewal and retention of expertise. New trustees will be appointed by the board after a transparent recruitment process. Once established, the board may choose to expand its numbers.

Expectations of Trustee Board members

The role of the Board is to oversee the work of the Senior Management Team in developing the new charity, making sure all systems are in place and that we are well prepared to deliver our mission for young people.

Board members will run according to the Office of the Scottish Charity Regulator's [The Guidance and good practice for Charity Trustees](#). This outlines how trustees can meet the legal requirements set out in the [Charities and Trustee Investment \(Scotland\) Act 2005](#).

Expectations of charity trustees

All charity trustees have the following legal duties:

(i) A general duty to act in the interests of the charity, requiring trustees to:

- Operate in a manner consistent with the charity's purposes
- Act with care and diligence
- Manage any conflicts of interest.

(ii) Specific duties requiring trustees to:

- Ensure that the charity details on the Scottish Charity Register are kept up to date
- Report any changes to the Scottish Charity Regulator (OSCR)
- Keep proper accounting records and comply with reporting requirements
- Provide the required information to the public.

Because Growing2gether is a new charity, we will also ask trustees to:

- Ensure our strategy is relevant and we are achieving our mission for young people
- Support PR and fundraising activities wherever possible, to increase visibility of the new brand
- Attend events, meet young people and act as an ambassador when needed.

What we expect from you as an individual:

- Attend and contribute to five meetings each year, and other meetings as required. Meetings will generally take place in person unless otherwise agreed.
- Read and respond to documents and correspondence between meetings.
- Commit unreservedly to confidentiality.
- Undertake self-development in areas where you consider yourself to be less well informed.
- Develop and maintain good working relationships with other trustees, staff and volunteers.
- Understand existing or potential conflicts of interest and how to deal with them.
- Consider undertaking and/or participating in discrete pieces of relevant work including working groups, fundraising or representing Growing2gether at meetings.
- Consider taking on an office-bearer role such as Chair, Treasurer or Secretary.
- These general expectations equate to an average monthly commitment of four hours, including preparation. There will be additional time needed for office bearers.

What you should expect of us:

- An induction process on joining the Board, to understand the history and formation of the organisation, its ambitions and objectives.
- A participative and open style of Board meetings in which all are encouraged to contribute and are listened to.
- Documents distributed at least one week before meetings.
- Open access to the Chair and office bearers to deal with any matters you need to raise.
- An opportunity to attend training and development days which are held from time to time.
- Appropriate expenses.

Role descriptions have been drafted for the Chair, Treasurer and Secretary roles. These office bearer positions were elected by the Board at their first meeting in August 2022.



Recruitment Process for Board members

Please submit a completed application form and a CV to Diana Whitmore at diana.whitmore@growing2gether.org.uk

Applications will be sent to the existing Board who will read all applications for consideration. This would be followed by a short interview with Board members via zoom.

An induction session for new Board members would take place at the next Board meeting.

For more information about Growing2gether please visit: www.growing2gether.org.uk

For enquiries about the Board positions please contact:

Diana Whitmore
Executive Director