



Unitas

An **OnSide** Youth Zone

CANDIDATE INFORMATION PACK

CHAIR - UNITAS YOUTH ZONE



Welcome from Keith Black, Outgoing Chairman

Thank you for your interest in the role of Chair here at Unitas Youth Zone.

Unitas is an enormously-exciting charity. Our cause is clear and compelling - **young people**. We know that all young people have potential. Yet opportunity is unevenly distributed. Unitas, as a universal, open-access, inclusive, diverse and high-quality youth provision, gives young people what they all deserve - somewhere to go, something to do and someone to talk to in their free time. When school is out, Unitas is open. And every time we are open, we offer a huge range of activities in our state-of-the-art facility, run by youth workers whose sole focus is young people.

We are the largest provider of youth work in North London and were awarded “Charity of the Year” for 2022 by The Barnet Group.



The buzz when 150+ young people are in Unitas is incredible and really cannot be described on paper. It has to be experienced. Of course, you should check out our website and social media channels to get a flavour of what we do. But as part of the application process, we will get you to visit to not just see but *feel* for yourself what we are about.

Unitas is now an established and well-governed charity. The Trustee Board that a new Chair will lead has nine strong, committed Trustees who bring different perspectives, a range of skills and a can-do attitude. The staff team is talented and cares passionately about Unitas. Under the leadership of our Chief Executive Robin Moss and his SLT, the day-to-day running of the charity is in good hands.

We are a local charity but with the support of a national network, OnSide, who not only provide a whole range of incredibly useful practical advice but also are able to access national funding opportunities that most charities of a similar size to ours would not be in the running for. Financially, though there is never room for complacency, we are stable and have decent reserves.

To be the Chair of Unitas, you need a passion for young people, experience of organisational leadership (either professionally or in a voluntary capacity), a commitment to supporting the fundraising efforts of the organisation and a good dose of common sense. The ability to keep things in perspective helps too, as does a sense of humour! It would also be preferred if you live or work locally - if not in Barnet itself then in North London.

We are a diverse organisation and we especially welcome applicants who can contribute to that diversity - women, candidates of colour, disabled candidates, candidates who have lived experience or are care-experienced etc. Of course, though, most of all, we want and will only appoint the best.

If you would like an informal conversation before applying, please do drop me an email - kblack@regatta.com - and I will set up a call. Of course, this will be confidential.

Best wishes,

Keith Black
Outgoing Chairman, Unitas Youth Zone

2022 IMPACT REVIEW

1,634

JUNIORS MEMBERS



2,080

SENIORS MEMBERS



49,666

NUMBER OF VISITS



3,451

NUMBER OF VISITS TO
HOLIDAY CLUB



2,065

FREE MEALS PROVIDED

37

NUMBER OF YOUNG PEOPLE
MENTORED



178

MENTORING SESSIONS
PROVIDED

ROLE PROFILE

POST:

Chair of the Board of Trustees

UNITAS YOUTH ZONE

Barnet's Youth Zone, named "Unitas" by local young people, opened in summer 2019 as the second OnSide Youth Zone in London. At Unitas, we believe that all young people in Barnet should have the opportunity to discover their passion and their purpose. To find out what they've got and where it could take them. Our Youth Zone is a purpose-built space fizzing with energy and crammed with incredible facilities. It is staffed by skilled and dedicated youth workers who truly believe in young people in the city - helping them see what they could achieve, and giving them the skills, confidence and ambition to go for it.

Since opening we've delivered life-changing support to help over 12,000 young people from a diverse range of backgrounds to thrive.

We are currently open six days a week (35 hours), with an aspiration to be open seven days a week (43 hours), while schools are closed - that's evenings and weekends, plus all through the school holidays. We offer a safe and active space for young people to flourish in their leisure time, where their interests can be nurtured, and they can grow as individuals. Averaging 1,000 visits per week this is a charity that the whole community can be proud of, and you can be part of that journey.

Entry is just 50p each time and annual membership £5 which gives a young person access to over 20 activities per night. In addition to our open-access provision we run targeted projects such as mentoring that bring specific outcomes to some of those most in need of additional support and interventions.

Unitas Youth Zone is a proven model of youth service provision that is aligned to community needs and supported by cross-sector funding. We give 8-19 year-olds, (and up to 25 for young people with additional needs) affordable access to a broad range of sport, arts and employability services, designed to empower them to lead healthier, positive and more active lives - raising their aspirations for themselves and their community.

The facilities are second to none, delivering sporting, artistic, cultural and general recreational activities each session. The outstanding quality of the facilities is a concrete demonstration of the belief that young people deserve the best.

ABOUT ONSIDE

Potential is everywhere. In every home on every street, from affluent suburbs to inner-city estates. The difference is that some young people get every opportunity to explore their potential. Others don't.

It's about opportunity.

Unitas is proudly part of the OnSide Network. OnSide is a national charity that believes all young people should have the opportunity to discover their passion and their purpose. To find out what they've got and where it could take them.

OnSide funds and build state-of-the-art, multimillion-pound Youth Zones in the country's most economically disadvantaged areas. They train the amazing people that run them. And they offer continuing support via the nationwide OnSide Network of 14 Youth Zones (and growing), where colleagues can learn and grow, share their stories, and celebrate their success together.

This is passionate, properly funded youth provision, with no ifs or buts. A unique partnership between young people and their community, local authorities and private business leadership, and a growing movement of supporters who believe that how we treat the next generation defines who we are as a society.

Because when we really invest in young people, we all benefit - from who they are now, everything they might become and achieve, and everyone they might touch and inspire. All they need is the chance to shine - an environment where they can be their best selves - and you just watch them go.

It's about opportunity.

THE ROLE

The Chair will hold the Board and Senior Leadership Team to account for Unitas' mission and vision, providing inclusive strategic leadership to the Board of Trustees, ensuring that each trustee fulfils their duties and responsibilities for the effective governance of Unitas.

Duties and Responsibilities

Strategic leadership

- Provide leadership to Unitas and its Board, ensuring that Unitas has maximum impact for its young people
- Actively support fundraising for Unitas and encourage the rest of the Board to do so as well
- Act as an ambassador for Unitas and its mission
- Represent Unitas within the OnSide Network together with the CEO
- Ensure that the Board regularly reviews major risks and associated opportunities, and satisfies itself that systems are in place to manage and mitigate risks
- Oversee and support the CEO in ensuring that Unitas delivers its key operational activities and hits all key targets

Governance

- Chair the Trustee Board
- Sit on other sub-committees of the Board as determined by the Terms of Reference of those committees and the Chair's preferences
- Work closely with the Chief Executive to give direction to Board policy-making and to ensure that meetings are well planned, meaningful and reflect the responsibilities of trustees
- Monitor that decisions taken at meetings are implemented.
- Work with the CEO to ensure that the Board fulfils its duties to ensure sound financial health of Unitas, with systems in place to ensure financial accountability
- Ensure that Unitas is compliant with all aspects of its status as a UK charity and company
- Ensure that the Board operates within its charitable objectives and provides a clear strategic direction for Unitas
- Work within any agreed policies adopted by Unitas

Board Efficiency and Effectiveness

- Chair meetings of the Board of Trustees effectively and efficiently, bringing impartiality and objectivity to the decision-making process
- Ensure that Trustees are fully engaged and that decisions are taken in the best, long-term interests of Unitas and that the Board takes collective ownership
- Ensure that Trustees fulfil their duties and responsibilities for the effective governance of Unitas
- Foster, maintain and ensure that constructive

- relationships exist with and between the Trustees
- Develop the knowledge and capability of the Board of Trustees
- Encourage positive change where appropriate and address and resolve any conflicts within the Board
- Along with the Vice-Chair where appropriate, appraise the performance of the Trustees and the Board on an annual basis and remove any Trustee who is unable to meet the expectations of a Unitas Board Trustee
- Ensure that the Board of Trustees is regularly refreshed and incorporates the right balance of skills, knowledge and experience needed to govern and lead Unitas effectively

Relationship with the Chief Executive and the Senior Leadership Team

- Establish and build a strong, effective and a constructive working relationship with the Chief Executive, ensuring they are held to account for achieving agreed strategic objectives
- Support the Chief Executive, through regular contact, developing and maintaining an open and supportive relationship within which each can speak openly about concerns, worries and challenges whilst respecting the boundaries which exist between the two roles
- Liaise with the Chief Executive to maintain an overview of Unitas' affairs, providing support as necessary
- Conduct an annual appraisal and remuneration review for the Chief Executive in consultation with other Trustees
- Ensure that the Chief Executive has the opportunity for professional development and has appropriate external professional support

GENERAL INFORMATION

This role is a Trusteeship and as such is unremunerated. However, reasonable expenses may be covered by Unitas, as per our expenses policy.

As one of the leaders of the charity in terms of fundraising, it will be expected that the Chair will be (or become) a donor to the charity. The level of this donation is of course commensurate with the Chair's means and there will be no pressure to donate more than is affordable.

Unitas currently has a Trustee Board of ten people (including the Chair). All Trustees serve a three-year term that is renewable. All Trustees have a portfolio. The current portfolios are: Chair; Vice-Chair and Chair of the Investment Committee; Health and Safety; Delivery; Safeguarding; OnSide Nominated Trustee; Treasurer; Fundraising; Marketing/Comms and Chair of Unitas Amateur Boxing Club; and HR.

Unitas' current budget is approximately £1.4m per annum, with a plan to increase this to closer to £2m per annum within three years if fundraising allows.

For further details about Unitas' finances, operations, strategy etc, please contact Robin Moss (Chief Executive), who will be happy to give an informal briefing to any prospective candidate.

APPLICATION PROCESS

The appointment will ultimately be made by the Trustee Board as a whole, however the Trustees have agreed the following process:

In the first instance, please send a CV and cover letter (no more than one side of A4) to robin.moss@unitasyouthzone.org.
Closing date for applications: noon on Friday 29 September

Robin Moss (Chief Executive) and Gerald Malton (Trustee) will organise short Zoom interviews during October with all applicants. We will then shortlist.

Final-round interviews will be in-person at Unitas Youth Zone in the evening of **Thursday 16 November** with a panel of Trustees.

Unitas' AGM is on Thursday 30 November (5-7pm) and we would hope for the new Chair to be elected at that meeting.

In accordance with our Child Protection and Safeguarding procedures, this position requires an enhanced DBS check.

The strength of the OnSide community comes from the diversity of the people within our vibrant network. We are proud that our Youth Zone team reflects the communities we serve, and we value people working together from a range of different backgrounds and with different experiences, all with a shared passion for boosting the aspirations of young people in Barnet. Diversity brings innovation, fresh ideas, and creativity, and we actively strive to create a culture that is truly inclusive and fair for all and where everyone in the team can be themselves and thrive.

CASE STUDY: HANNAH AND FAWZIYA'S STORY

We firmly believe that Youth Zones are places that change lives, but don't take our word for it - our young people tell us this all the time!

Two examples are best friends Hannah (17) and Fawziya (16). Hannah and Fawziya didn't know each other before they came to Unitas. They both attended a session in the Music Room and it is this session that they credit with being the start of their friendship.

Both avid film and media enthusiasts, they told us that "the Media Room has changed our lives" and when asked about how Unitas has impacted their lives outside of the Youth Zone, Fawziya said, "I found my passion for film at Unitas. I wouldn't have applied for the BRIT School and be studying film and media there if I hadn't been coming here."

Similarly, Hannah told us that Unitas showed her that she could make a career out of something that previously had just been an interest. The facilities the Youth Zone offers are vital to both girls. "The big impact is that there are creative spaces here ... I think it's really important to have these creative spaces where we can nurture the talents that we have ... I think you don't really realise that until you enter a place like this where you can really open your eyes."

Hannah now attends the London Screen Academy in Islington, and Fawziya attends the BRIT School in Croydon. Fawziya continues to come to Unitas after college because "I didn't have anything to do before coming here ... it's engaging here and the engagement is what pulls people in, and it's what makes you want to do things."

They continue to create new projects such as 'CHATBOX', a series of video blogs where they discussed issues that affected them and their peers and Fawziya was even selected as one of the winners of last year's Show and Tell photography competition. Selected from over 22,000 submissions, her submission was featured on over a hundred billboards around the UK! Meanwhile, Hannah has put her film skills into practice in Unitas' Media Squad, doing all the videography for our recent amateur boxing events.

When asked about how Unitas' youth workers support them, Fawziya said "to have someone who believes in you is one thing but to have someone to tell you that you are capable of more than you think and are yet to discover is really important." Hannah echoed these sentiments "The youth workers really push us to become what we can truly be and reach our full potential."

We asked them to sum up Unitas. "It's like a second home. It doesn't feel like you come here into another school environment, it feels like I'm going home, just with more people! ... it's an environment with a different meaning and a different purpose. Even though it's got this incredibly homely vibe, it's still somewhere we are pushed to be our best, and to do whatever we think is possible.



OnSide
Here for young people

PROVEN IMPACT



GIVE YOUNG PEOPLE A SAFE EXCITING PLACE TO GO TO HAVE FUN,
BUILD THEIR SOCIAL NETWORKS AND SUPPORT THEIR PERSONAL DEVELOPMENT



HELP YOUNG PEOPLE LEAD HEALTHIER, HAPPIER LIVES

