



August 2025

Dear Applicant

Thank you for your interest in the post of Change Direction Youth Mentor.

There are currently 3 vacancies. 1 part time positions (18.75 hours) in Craven)and 2 Full-Time positions in Scarborough and Hambleton & Richmondshire. All posts are funded by York and North Yorkshire Combined Authority until 31<sup>st</sup> May 2026. It is likely that this contract will be extended beyond May 2026. Please do not let this contract end date put you off applying, I am more than happy to discuss this with you if you would like to know more.

Please do specify which position you are applying for on your application form. Please note we do not accept CVs as a form of application.

Enclosed are several documents and an application form. Please read the information carefully and when writing your personal statement make sure you identify your skills and attributes in line with the Person Specification.

The closing date for completed applications is **Wednesday 3<sup>rd</sup> September 2025 at 5pm**. Interviews will be held the week commencing **15<sup>th</sup> September 2025**.

**PLEASE NOTE:** Applications should be returned via email. Applications should be returned to Clare Yates [clare@nyy.org.uk](mailto:clare@nyy.org.uk) and marked Private and Confidential. Please write 'Youth Mentor' in the subject line of the email.

Thank you once again for your interest and I look forward to receiving your application.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Clare Yates', is shown within a rectangular box.

Clare Yates  
Head of Youth Services

## **Briefing Sheet (August 2025)**

### **North Yorkshire Youth**

North Yorkshire Youth (NYY) is a children and young people's charity based near Thirsk, North Yorkshire. We are the modern face of a youth association dating back to 1941, and today our mission remains as our founders.

– to provide learning and personal development opportunities for children and young people.

We believe that everyone has the power to achieve amazing things, and we're committed to providing for 8-25 yr. olds the widest possible range of opportunities to discover this for themselves. To this end, the charity works in three main ways to provide opportunities for our beneficiaries:

- Training for young people and those who work or volunteer to support them.
- Support for community-based youth projects and volunteer buddies.
- Adventurous activities through our residential Carlton Lodge Activity Centre.

### **Youth Development Team**

The Youth Development Team at NYY is funded by North Yorkshire Council, York and North Yorkshire Combined Authority, Anglo-American, and the NHS.

There are five main aspects to the team's work:

- Support and advice for volunteer-led community youth clubs and projects
- Recruitment and support for adult volunteers befriending 16-19yr olds in North Yorkshire as part of the Buddy Network
- Direct delivery support to specific youth projects
- One to one and group Youth Mentoring
- Independent Visitor Scheme

The Youth Development Team consists of the Head of Youth Services, Youth Work Manager, Youth and Community Development Workers, Youth Mentors, Independent Visitor Co-Ordinators, Good Practice Lead, Senior Youth Workers, and Youth workers.

There are currently 9 priority areas of work for the Youth Development team:

#### **1. Youth Club Liaison**

This is the basic service we provide to all the clubs we engage with. Information, advice and support are available on the phone, by email and in person. This is the responsibility of the Youth and Community Development Workers who are expected to visit these clubs frequently.

#### **2. Training and Resources**

A range of training opportunities is made available to NYY Staff, volunteer youth workers and buddies, with NYY Training providing bespoke courses for those we support. Resources are also created specifically for NYY supported Direct Delivery and Voluntary youth groups e.g., games and activity booklets, as well as specialist, issue-based resources.

#### **3. New Club Development**

New clubs are developed based on volunteer contact, partner information or by the analysis of community activity. A strong emphasis is placed on consultation with young people and assessment of community need. Resources, model policies and procedures are available and with support a new group can formulate and develop a structure and membership.

#### **4. Capacity Building for Future Provision**

The team provides young leader training to young people through workbook activity. This training allows young people to achieve a non-formal accreditation that can then be used to show a basic level of youth work

understanding. Providing the young people gain appropriate experience in a volunteer youth worker role, they can move on to further youth work training opportunities.

#### **5. Direct Delivery Support**

The team provides direct youth work delivery to projects identified in specific areas. Youth Development Workers offer operational support to Senior/Young Person's Project Workers within their region which includes planning: - including session plans, staffing cover and issue-based problems. Support is provided to groups in finding suitable locations at cost effective rates and to ensure that direct delivery projects become more sustainable where possible. In addition, staff support additional transitions within divisional regions.

#### **6. Volunteer Buddy Network**

The team works to facilitate the recruitment, development, and engagement of volunteers into the 'Buddy Network' across North Yorkshire. This is a new project that recruits adult volunteers to give one-to-one support to young people leaving targeted youth provision. The team's work on this project includes the provision of support from initial contact with potential 'buddies' through to organizing events in localities to share best practice. Youth Development Workers lead on this priority and provide phone, email, and face to face support to buddies throughout their period of volunteering.

#### **7. Change Direction Youth Mentor**

Change Direction is a prevention and early intervention support scheme for young people aged 10-17 in York and North Yorkshire, who may be committing antisocial behaviour or very low-level offences. The intention is to divert them away from the Criminal Justice System.

The Change Direction diversion scheme engages young people, at an early stage before criminal behaviour becomes habitual, to improve circumstances for both the young person and the local community. The young person will be provided with nurture and support, from a dedicated keyworker, to begin to address any underlying causes of future criminal behaviour.

#### **8. Achieve Youth Mentor**

Achieve seeks to improve outcomes for disadvantaged students (aged 11-15) relative to their non-disadvantaged peers. 6 schools form a pilot group that will receive disproportionate investment over three academic years. These schools will be supported by Youth Mentors from NYY who will carry out 1:1 support and group activities for young people on the program. This priority is part of the Achieve Program, supporting young people to achieve their potential, funded by Anglo American and the Woodsmith Foundation.

#### **9. Independent Visitor Scheme**

An Independent Visitor (IV) is an adult volunteer who develops a friendship with a young person in care/looked after. They will, offer support and help develop new interests, skills, and hobbies. Our Independent Visitor scheme recruiting, screens, train and supports volunteers to become Independent Visitors for children and young people who are looked after by the Local Authority.

For this position the post holder will be working mainly to priority 7. The post holder will be expected to work within a designated base and with some home working. The postholder may have to attend meetings or training at other local venues or at our central office near Thirsk.

*For further information about NYY please visit our website: -[www.nyy.org.uk](http://www.nyy.org.uk)*