

Area 43 / Depot
35 Pendre
Cardigan
SA43 1JS
01239 614 566



AREA 43 TRUSTEE

Recruitment Information Pack



Welcome

Hello, and a warm welcome!

Thank you for your interest in working with Area 43, and for believing in our mission to empower and amplify youth voice, by advocating young people's rights to access local, high-quality support. We hope that you want to join us and work in partnership with young people and others to promote the development of free, youth-led services. At Area 43, we believe that young people have the power to change communities; they should always have somewhere to turn to and someone to talk to, regardless of location or circumstances.

For more than 25 years, Area 43 has provided drop-in and counselling support to vulnerable young people. We are proud of what we have achieved, but young people live in an ever-changing world and support services like Area 43 have an obligation to adapt and to listen to their voices, wants and needs. We have a responsibility to amplify young voices and to inspire them to be change makers.

This generation is growing up with new, emerging societal pressures exacerbated by the influence of social media and the polarisation of opinions on issues like misogyny, homophobia and transphobia. We must abandon the outdated notion that mental and physical wellbeing can be addressed in isolation from issues having an impact on mental health. It is our responsibility to help young people cope with issues that affect them before it gets to crisis point; they should have a community to turn to, no matter their location or circumstances.

We have an opportunity to make a serious commitment to young people's mental health. This is an opportunity for parents, teachers and young people to stop whispering about their mental health needs and begin shouting for investment in its future.

We need to confront the issues around isolation, self-esteem and resilience to tackle the mental health concerns affecting young people head-on. Young people know what matters to them and should be leading organisations rather than fitting into them. We need to be youth-led, flexible, needs-led, trauma-informed and trustworthy. Young people need to know that they can come to us, not just when in crisis, but before they are in crisis, knowing that they will be heard, listened to and supported to make changes.

Services need to appeal to all young people, be open, inclusive and engaging. Non-threatening, fun and worthwhile experiences are crucial to ensuring young people can and will access services. So, should they ever be in crisis, they know where to turn for support.

We welcome people regardless of age, disability, gender identity, marital status, race, faith or belief, sexual orientation, socioeconomic background, and whether you're pregnant or on family leave. In line with our commitments to race equity and trans inclusion, we particularly welcome applications from people who hold these identities. We are committed to changing services, making them relevant for today's young people.

We are committed to adapting our services to make them relevant for young people and challenging others to do so too.

If this aligns with your perspective, I do hope that you will apply for this position.

Sincerely

RACHAEL EAGLES
CHIEF EXECUTIVE OFFICER

Our Charitable Aims

Developing and providing a broad range of support services for young people, our aims are to:

- Enable children and young people to develop self-esteem and a positive approach to their lives and their place in society.
- To encourage them to participate in learning experiences and decision-making processes that impact their lives and their communities.
- Address and combat the problems they face in their home circumstances, relationships, social and life experiences, paying particular attention to those challenged by homelessness, unemployment, substance/alcohol misuse, criminality, and discrimination.
- We are especially interested in working with those who are socially, educationally, economically, or geographically disadvantaged or have any sort of disability.
- Provide young people with real learning opportunities both formal and informal that encourage and allow them to fulfil their potential.
- To co-operate with and share good practice and experience with agencies (both statutory and non-statutory) who provide services for young people and to forge links and represent the needs and aspirations of young people within their communities and to the government.

Who We Are

Area 43 is based in Mid and West Wales, delivering youth-led services across the UK. We empower and amplify youth voice, advocating young people's rights to access local, high-quality counselling and support.

We want to see a world where:

- There are no barriers to support, and services are inclusive, accessible and fun.
- Other organisations follow our model to provide flexible, responsive, needs-led services which secure positive outcomes for individual children and young people.
- Our services, and those around us, unlock potential at every stage of young people's lives, especially where they face inequality or disadvantage.
- We contribute to the legal, policy and practice environment, advocating for children and young people.
- Young people are empowered to become involved in the local community, tackling issues of their generation.

Our Values

Trustworthy:

We are supportive and non-judgemental. Young people can trust us to speak truth to power, and to amplify young voices.

Courageous

We are bold, brave and will take risks in order to get young people what they want and need.

Curious

Tell us something we don't know. We love to learn, grow and delve into new projects!

Altruistic

We want to help. We care about young people and will do everything we can to support them to get where they need to go.

Disruptive

Change doesn't happen without disruption, and like many young people we work with, we make good trouble!

Driven

We are passionate about helping young people achieve their goals and are driven to make change.

At Area 43, every member of staff makes a difference. We embrace individuality, celebrate our strengths and help each other grow, that's what allows us to make things happen and makes us who we are.

Area 43 takes pride in our working culture and will continue to nurture our staff wellbeing across all our structures, enshrined in policy. Our staff are self-reflective, resilient, honest and dedicated and we do everything we can to ensure team wellbeing so they can perform to the best of their ability with the children and young people we support.

Our team are committed to ensuring a positive work environment, and pledge to:

- Have fun and find the joy!**
- Be open and respectful to challenge**
- Be mindful of my actions**
- Be open and honest**
- Speak to the right person**
- Be my best self**
- Maintain clear boundaries**
- Remember that our differences can be our strengths**

Youth-led

To be youth-led is to know when to step out of the way and let young people take the lead. Area 43 believes in young people's abilities and ambitions and empowers them to make real change. Area 43 is youth-led from the outset, and we are determined to guide others to be youth-led too.

Area 43's Safe Spaces

Our consultation proves that young people want to access services that are informal in nature and that they are less likely to attend targeted and formal locations: young people ask us for universal and open-access safe spaces.

Area 43 is committed to running safe spaces across Mid and West Wales, and sharing our knowledge with others across the UK, so we can help young people drive forward the change that they want to see.

Young people tell us they need safe, dedicated, quality meeting spaces, where they can access support should they need it.

In more general terms, a safe space offers the following to young people:

- A relaxed meeting space, which is safe, friendly, and inclusive
- A place for all young people from all social and cultural backgrounds to engage in social interaction with their peers in a safe and supportive drug and alcohol-free environment;
- A location for relaxation, recreation and entertainment and, where appropriate, as a site for information, signposting to services or even direct care/service provision;
- A place where young people can develop good quality relationships with their peers and with adults;
- An informal, educational space for young people to learn life skills and improve their opportunities for employment.

Safe spaces are non-traditional and therefore relatable, and attending the space carries absolutely no stigma or label. One of its key values is that whether a young person attends just to hang out with friends, drink coffee and listen to music, or attends to receive specific support to deal with a crisis, for all these purposes it looks the same and therefore fosters an inclusiveness that is so important to young people.

Area 43 is committed to meeting safe space requirements as defined in S³'s Manifesto (the Ceredigion Youth Lobby Group):

- free at the point of access.
- a space for young people, by young people, set within a framework of trusted professionals.
- a space that communicates with young people and signposts to available services.
- a space that advocates for the rights and wellbeing of young people.
- a space where a young person can be vulnerable without being judged.
- a space where there is no stigma.
- a fully inclusive space.
- a space where you can be unapologetically yourself.
- a space where there are warm drinks and food, which is comforting.
- a space that encourages individuality.
- a space that can offer equity, stability, consistency, and reliability.
- a space that encourages a sense of community, and helps to build support networks.
- somewhere that gives the service and service users an opportunity for early intervention in, and prevention of, mental health crises.



Area 43's Counselling Service

Our counselling services are provided across the counties of Powys, Carmarthenshire, Ceredigion and Pembrokeshire for ages 5- 30, depending on the aspect of the service, whether within school settings, online, in the community, or at one of our Safe Spaces.

Area 43 recognises counselling as a purposeful process that allows clients to solve issues and grow confidence in their capacity to successfully contribute to their learning, personal, and social development. Our counselling provision is one way that Area 43 works to ensure that all of the children and young people we work with have the opportunity to reach their full potential.

The purpose of our counselling service is:

- To enable individuals to be more effective in their lives within and outside of Area 43 support
- To identify and provide conditions that will facilitate the wellbeing and personal development of clients.
- To provide a counselling service as an integral support mechanism for clients' learning.
- To reflect a commitment to the British Association of Counselling & Psychotherapy (BACP) Code of Ethics for Counsellors.

It is the policy of Area 43 that all clients should have equitable access to short-term counselling, normally six, weekly sessions, which are:

- Free/Funded
- Impartial
- Client-centred
- Easily accessible
- Provided by those with relevant training and expertise
- Within a framework of confidentiality
- Provided by counsellors receiving appropriate supervision, working within BACP or equivalent ethical guidelines

We want to see a world where:

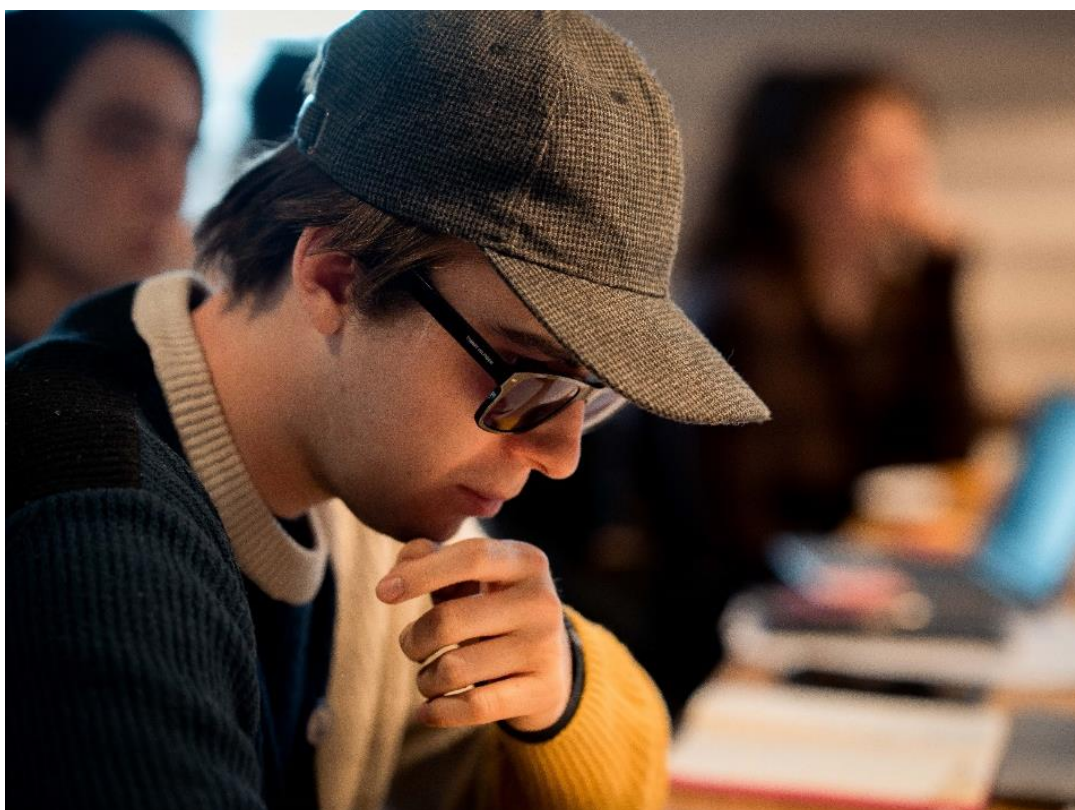
There are no barriers to support, and services are inclusive, accessible and fun.

Other organisations follow our model to provide flexible, responsive, needs-led services which secure positive outcomes for individual children and young people.

Our services, and those around us, unlock potential at every stage of young people's lives, especially where they face inequality or disadvantage.

We contribute to the legal, policy and practice environment, advocating for children and young people.

Young people are empowered to become involved in the local community, tackling issues of their generation.



How to Apply

If you would like to apply for nomination to the Area 43 Board of Trustees, please:

- Complete the attached **application form**.
- Attach your **up-to-date CV** outlining your employment history, academic and professional qualifications.
- Complete the attached **confidentiality statement**.
- Complete the attached **monitoring form** (please note, this is not compulsory).

Please submit your application by email to: rachael@area43.co.uk

Or by post marked 'Strictly Private and Confidential' to:

Rachael Eagles, Chief Executive Officer
Area 43
35 Pendre
Cardigan
Ceredigion
SA43 2JS

If you would like any further information or would like to discuss the role, please contact Rachael Eagles, Chief Executive Officer by email.

We will then be in touch to arrange an informal meeting to discuss your application further.

Many thanks for your interest in supporting Area 43

September 2024

Application Form

The Board would be interested to know your motivation for applying to become a Trustee Director of Area 43. What special attributes do you think you can bring to the role and what you expect to accomplish for yourself and for Area 43 as a Board member. Please use the criteria outlined in the Person Specification.

Name:

Home Address:

.....

..... Postcode:

Home Tel: Mobile:

Occupation:

Date of Birth:
(for Charity Commission and Companies House Registration)

Please detail any voluntary assignments and/or leadership positions/ responsibilities with other charities you have previously undertaken or are currently engaged with.

Personal Statement: Please provide reason(s) why you have applied to Area 43 and outline your motivation for applying for the role of Trustee

Please describe your personal and professional long-term goals while working with Area 43:

Please feel free to make additional comments which are not covered by the headings above.

Signed:

Date:

Confidentiality Statement

In applying for the role as Trustee, I agree to the following conditions:

- I will not disclose any information pertaining to Area 43 that has been discussed, either directly or indirectly, before, during or after any meeting or discussion and will agree to keep all information strictly confidential.
- I will ensure that I take all measures needed to protect the security and confidentiality of all Area 43 affairs that may arise from any meeting or discussion.
- I will ensure any information shared with my colleagues will be in such way that it shall not damage the interests or be of a detrimental nature to Area 43.
- Confidential information may not be shared or transmitted in writing, orally, graphically, electronically or by any other means.

Confidential material shall not include:

- Information which is in the public domain at the time of its disclosure.
- Information which, after its disclosure, comes into the public domain after Area 43 has released it.
- Information which you are able to show was, at the date of an aforementioned meeting, already in your possession.
- All information which you can demonstrate was generated independently, without reference to any information made available through contact with Area 43.

Please sign below and return along with your application form so as to demonstrate your agreement to be bound by the above conditions.

Signed:

Date:

Role Description

Role:	Trustee
Contract:	Voluntary
Location:	Based in Cardigan, Ceredigion, SA43 1JS Reasonable travel expenses will be covered
Commitment:	Four Board meetings per year plus ad hoc requirements
Requirement:	An Enhanced DBS certificate is required for this role.

Area 43

Area 43 provides a combination of youth work services, counselling services and community-related projects to promote the personal, educational, creative and social development of young people, in Ceredigion helping them reach their full potential.

Purpose of the Role

The Board is responsible and liable for the governance and functioning of the charity and is accountable, in varying degrees, to a variety of stakeholders, including service users, members, funders, the Charity Commission and Companies House. As a Trustee, you will have independent control over, and legal responsibility for, Area 43's management and administration to ensure the charity and its representatives function within the legal and regulatory framework of the sector and in line with the organisation's governing document, continually striving for best practice in governance.

- To ensure the Charity is carrying out the purposes for which it is set up and for no other purpose;
- Comply with the Charity's governing document and the law;
- Act in the best interests of the Charity;
- Manage the Charity's resources responsibly; linked to this is the area of risk. The Charities Commission had produced guidance regarding risk management and how to deal with risk. A risk policy is required together with a mechanism, ie, risk register, to identify, log and regularly evaluate risk;
- Act with reasonable skill and care;
- Ensure the Charity is accountable; ie, comply with statutory accounting and reporting requirements; records must be kept for six years but liability in terms of historic cases will be the Trustee Board at the time when an incident occurred;

Person Specification

Experience:

- Previous experience in a governing role.
- Previous experience working with young people or organisations dedicated to the welfare and wellbeing of young people.
- Understanding of the issues faced by young people.
- Enthusiasm to make a difference to young people's lives.
- Understanding of a person-centred approach.
- Ability to demonstrate Area 43's values and behaviours.

Skills:

- Strong interpersonal skills with the ability to get on well with people and work in harmony with others with the confidence in dealing with challenging situations and individuals.
- Familiar with charity governance.
- Vision to help shape the charity's strategy.
- Ability to work with a range of staff and stakeholders, understanding the importance of confidentiality.

Knowledge:

- Knowledge of the Charity Sector.
- Understanding of financial regulations.
- Robust knowledge of governance frameworks
- Ability to speak Welsh is desirable but not essential.

As a member of the Area 43 team, we ask that you:

- Treat your colleagues with respect, challenging and supporting each other appropriately and adhering to our charity pledge.
- Contribute to a culture where it is safe to speak up when there is an issue, in a way that is constructive and professional, adopting an approach which enables people to learn and change their behaviour.
- Create an environment where people can be their authentic self, reflecting our ambition of acceptance without exception.
- Be an ambassador for Area 43 and Depot and our work, both internally and externally.
- Share your knowledge and help your colleagues to be the best that they can, while also owning your own personal development and performance.
- Understand your responsibilities under key policies, including Equity and Dignity at Work. health and safety, data protection, IT, social media and safeguarding.

This means that you:

- Will behave in a way and make decisions that are for the benefit of Area 43 and our staff, volunteers, beneficiaries and supporters.
- Demonstrate good understanding and commitment to the inclusion of lesbian, gay, bi and trans identities in all walks of life with a willingness to learn and be challenged.
- Help people better understand and empathise with the challenges disabled people and those with learning difficulties may face and reduce the associated stigma.
- Demonstrate a commitment to learning about and implementing Area 43's approach to race equity and eliminating discrimination across all protected characteristics.
- Understand that you are personally responsible for your own behaviour.
- Take active steps to understand the key policies and procedures and follow your responsibilities as set out by these.
- Will attend any briefings and training to help you in your role.
- Collaborate and co-operate with colleagues from across the Charity.
- Ask and request advice if you are not sure of your responsibilities.
- Carry out any other reasonable duties as directed by or agreed with line manager.

October 2023