

Peer Power Youth CIO  
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[www.peerpower.org.uk](http://www.peerpower.org.uk)  
Charity Reg: 1167758



## **About Peer Power**

At Peer Power, we work towards an empathic world where children, teenagers and young adults can achieve their dreams and lead their best lives. Our mission (co-created with the young people involved in our work) is to disrupt, influence and change youth support services to be more empathic, to improve individual wellbeing and create future leaders.

We are seeking change in two areas:

### **1. Individual change for the young person**

Our focus is support for young people with lived experience particularly challenging life experiences, including childhood adversity including abuse, bereavement, trauma, and violence, and structural societal inequalities including (and not limited to) racism, classism, poverty. Our empathy based charity helps to heal trauma and adversity through caring relationships (love, positive psychology, nurturing and person-centred approaches), system change involvement and employment.

### **2. System change**

We work with our partners to transform services for children. We create platforms for the voices of those with lived experience as service users, to improve understanding, care and compassion for those who rarely have a stake in society. We work to develop higher standards of empathy, inclusion and diversity, gradually achieving whole system change.

Peer Power is distinctive in involving young people in decision making at all levels of the organisation. Our initial goals and mission were decided together with young people, based on what they said would make a difference to them. All our work is peer led and designed in partnership with young people with lived experience of health, social care and criminal justice systems. Our Peer Leaders train their peers to use their experiences of injustice and inequality to identify their resilience, strengths and assets in order to overcome them and live to their full potential.

We want to see:

- Young people, peer engaged through Peer Power, go on to be senior leaders in their professions and become decision makers and commissioners using lived experience to create truly empathic services;
- Social care, health, justice and voluntary sector agencies engage and share decisions and power routinely with people who have lived experience as equal partners; and
- An increase in understanding of the importance of empathy and relational working across youth support agencies.

## Can you help us govern a dynamic children's charity?

### Trusteeship

As a Trustee, you'll help to set the strategic direction of Peer Power alongside our beneficiaries and help to govern the charity.

### What are we looking for?

Trustees with experience, skills and knowledge of one or more of the following

- Lived Experience (adversity, trauma, experience of health, justice or social care agencies)
- Human Resources (HR)
- Fundraising (events, donor management, public fundraising, crowdfunding, commissioning)
- IT and Systems
- Arts, Media, Culture

We welcome applications from all and especially those from under-represented communities and those who have overcome significant adversity in their lives.

Charity experience is desirable, but not essential. More important is a commitment to our mission and our values, which are found [here](#).

### What difference will you make?

This opportunity will support our charity with leadership and governance, and directly impact the young people we engage with, and the support services that help them. We are a team that work together, so you will sometimes work alongside the young people that engage with our work. We refer to them as our young partners, or Peer Power Experts, *rather than beneficiaries*. We do this explicitly to try and address the power imbalance that can exist between Trustee's that govern charities, oversee and set strategy and the people that work with the charity, we are keen that Trustee's work alongside our Young Partners, 'doing with rather than doing to'

### What's in it for you?

You will be part of a really friendly, supportive and diverse team with wellbeing and empathy at its core. You will gain skills at Board level, setting strategy and learning from your fellow Board members and the young people who engage with our work.

You will learn about our Peer Power approach and support the improvement outcomes and services for young people in London and nationally.

Our Trustees are proud to be involved with Peer Power on a personal and professional level!

## **Time Commitment**

You will need to be available (per year ) for four Trustee meetings in person, and four Trustee meetings that we hold by telephone (conference call). You will need to commit time before meetings to read and understand the papers that are sent in advance and complete any actions or projects that you have agreed to.

In addition, we have one Strategy Away Day per year which all Trustee's should attend.

There will be some time required at the beginning of the Trusteeship for bringing your documents into our office, general administration, and some induction training, including an online safeguarding training.

Telephone meetings are held on a Monday evening between 6.30 and 8.30pm

Face to Face meetings will be held in Lambeth, London are on Mondays between 6 and 9pm. Timings very slightly dependant upon whether we have a full Advisory Board and Peer Power Experts joining the meeting (usually June and December meetings)

## **How to Apply**

### **If you have any questions**

Please email the CEO to arrange a time for a friendly and informal discussion  
Anne-Marie Douglas [amdouglas@peerpower.org.uk](mailto:amdouglas@peerpower.org.uk)

### **To apply**

Please send your CV and a short biography including the reasons for your interest in a trustee position at Peer Power.

We welcome applications from all and especially those from under-represented communities and those who have overcome significant adversity in their lives.

Visit <http://www.peerpower.org.uk>

## **The Process**

We invite all prospective Trustee's for an informal meeting with someone from our team, one of the Peer Power Experts and either our CEO or Chair of Trustee's. The purpose of the meeting is for the applicant to ask questions and get more of a feel for the organisation and the 'fit' for them, and vice versa.

The likely date for these meetings will be: **Tuesday 3<sup>rd</sup> March** (please pencil in your diary if possible)

If we all agree to proceed with the Trusteeship, we will ask for two references from you, and will do a DBS Criminal Records Check. Our policy around disclosure of Criminal Records can be found by scrolling down [here](#)

On **Saturday 28<sup>th</sup> March 2020**, we are holding a Strategy Away Day in London with our team, current Trustees and new Trustees (we expect to have six new Trustee's there), please also hold this date in your diary if you decide to apply.