

# YMCA HUMBER



## Head of Youth & Community Services





Dear applicant,

Thank you for considering us as your future employer.

As part of the world's largest youth charity, YMCA Humber are aware that everyday life is never linear, and nobody knows that better than the young people who access our youth and community services. By offering a wide and varied range of health and wellbeing, housing, and support services, we have been supporting the local community since 1906, within Grimsby and the surrounding areas.

Locally we were historically known for our supported accommodation provision, however as we finally emerged from the external challenges of the covid pandemic in 2021 and moved into our new premises at the heart of the East Marsh of Grimsby, this significant moment of change became the catalyst in establishing our family, youth and community service.

Now as we head into 2024, we find ourselves at a pivotal stage of our journey and are seeking a leader to strengthen and develop our youth and community services, ensuring each project remains relevant, sustainable and has the foresight to directly impact upon the needs of the local community.

As you take the time to review our strategies, service provision and role requirements, please do not be put off by the simplicity of a job title, as this is a role which is open to a diverse range of skills and experience. Therefore, if you are currently working in a senior leadership role, enjoy networking with partner organisations and can, most importantly, identify the gaps in services, write exceptional bids, and implement services, we would love to hear from you.

If you would love to contribute to the journey of everyone we work with and firmly believe that everyone should have a fair chance to discover who they are and what they can become, and have the skills to lead an established team who allow individuals to discover this, then you are the person for us here at YMCA Humber.

So, as Chief Executive of this amazing organisation, I extend a welcome to you and invite you to come along and have a coffee with me so we can discuss this brilliant new role.

Kindest regards,

*Kate*

Kate Conway, Chief Executive Officer, YMCA Humber.



Within our youth and community service we provide a diverse range of projects and activities including:

### Parent, Baby and Toddler Group



We run a free parent, baby and toddler group every Monday (except bank holidays) at our building on Freeman Street.

**Free play**  
9.30am – 11.30am  
**Themed activity session**  
1pm – 2pm

### Youth Clubs & HAF



We run a free youth club to provide a safe space for children to spend their time after school. We run a range of sports and wellbeing activities three times a week, suitable for ages 7+. We run a vibrant HAF programme during Easter, Summer and the Christmas holidays.

### Grimsby Dads Collective



The Grimsby Dads Collective brings together fathers and carers, looking at how young dads are accessing essential services to help improve access to information and young father engagement. Fortnightly on a Saturday we run a free dad's support

group called 'Dads Connect'. This is an opportunity for dads to come together over a coffee, access a variety of social activities, and make new friends.

### Health and Wellbeing



We provide a variety of free health and wellbeing services to our residents and the community which we have been able to offer through funding. These drop-in sessions include a programme around healthy relationships, 'tea and talk' which is part of the YMCA England and Wales

mental health campaign 'small talks'.

### Multi-Use Games Area



We recently purchased a multi-use games area on Kent Street which is currently being renovated for our youth and family services. The current space is being transformed into a vibrant sports hub for the local community, including 3G pitches.

### Counselling



Our counsellors are trained person-centred therapists, with some having additional qualifications in Cognitive Behavioural Therapy, Creative Trauma Informed Therapy and Mindfulness and Self-Hypnosis Therapy. Counselling is currently offered at the YMCA as part of our support offer to all residents.

## 2023 service delivery statistics

**289** kids signed up to our youth club

We have delivered **198** hours of youth club

We have delivered **17** support groups for dads

**499** hours of one-to-one counselling has been delivered

# Strategic Plan (2022 - 2024)

As a senior leader of YMCA Humber, you will help shape the organisations strategic plan (most importantly strategy 2, extending our YMCA family) in the following areas:

## Strategy One

*‘Provide exceptional **Accommodation and Support** within NE Lincolnshire for single people aged over 16. Whilst we will focus our attention on early intervention for young people we will not exclude anyone from our services based on age.’*

- Use our existing pathway model to ensure we have the correct number of units at all stages of the pathway – Housing first / 24/7 support / semi supported living / independent living.
- Ensure everything we do with residents creates a culture where every resident is expected to be moving towards education, training, volunteering, or employment.
- Our model is financially self-sustaining and agile enough to respond to changes in funding.

## Strategy Two

*‘Extend our ‘YMCA family’ to cover targeted **Family and Youth work** within North East Lincolnshire.’*

- All our youth and family work will be focussed on identified gaps or to support existing partners develop services.
- Our youth work will support and develop skills and aspirations in young people which will give them a solid foundation as they move towards adulthood.
- We will leave a legacy of recruiting, training and developing a pool of exceptional youth workers to support North East Lincolnshire.
- We will not shy away from larger ventures if they present themselves and they meet our core operating principles.

## Strategy Three

*‘Generate enough income to support the sustainability of our non-accommodation elements of our business.’*

- We continue to develop our café, conferencing and room hiring facilities.
- We will proactively apply for funding to support sustainability of our priorities.
- Secure a long term outside space and funding to deliver sports, health and wellbeing activities for residents, youth clubs, and local partners.



# Head of Youth and Community Services

**Location:** North East Lincolnshire

**Hours:** 40 hours per week (fully flexible)

**Salary:** £38,000 - £45,000 depending on experience

## **We are looking for someone who can deliver:**

- Excellent strategic expertise with the ability to develop a future vision placing YMCA Humber at the heart of the local youth and community provision.
- Exceptional planning, development, and delivery of innovative and inclusive projects which enhance the lives of every individual accessing them.
- An extensive knowledge of networking and the adaptability to liaise with external organisations and supporters, securing essential funds, bids, and grants.
- Essential emotional intelligence and become an advocate for YMCA Humber, showcasing an inclusive and collaborative environment for those who are not heard or represented.
- A pro-active and can-do approach with a solid understanding of the complex challenges facing today's youth both locally and across the region.
- Motivational and enthusiastic leadership, whilst guiding a committed team of youth, outreach and wellbeing workers who will, under your stewardship, create our future vision.

## **To support our core provision our Head of Youth and Community Services will be:**

- Adapt at problem solving and decision making.
- Highly motivated and respond positively to change.
- Experienced in youth, community, and wellbeing services.
- An advocate for all those accessing the service, whilst ensuring inclusivity.

## **In return, YMCA Humber will provide:**

- A friendly and inclusive environment with the freedom to develop our core services while ensuring you feel valued and appreciated within your role.
- A progressive and forward-thinking organisation, with strong cultural values and the ability to make a significant change in North East Lincolnshire.
- The opportunity to work within a fast paced and dynamic organisation where you have freedom to identify opportunities and turn them into reality.

As a key member of the Senior Leadership Team the role will require a degree of flexibility to suit the needs of a reactive 7-day youth and community service, whilst providing overarching cover across YMCA Humber functions.



# Employee Benefits Package

At YMCA Humber our employees are our most valuable asset, and as an organisation we value your contribution to the work of the YMCA.

Below is a list of some of the benefits available to you.



## Generous Annual leave

We believe rest and relaxation is important for our people so the minimum annual leave entitlement we offer is 25 days per year plus 8 bank holidays (pro rata for part time employees).



## The Bradbury Café

Our café is open to staff, residents, service users and members of the public. Staff receive a reduced meal of the day Monday – Friday.



## Life Assurance Scheme

YMCA Humber automatically enrol our employees onto our life assurance scheme. The scheme will pay out a lump sum of up to two times your salary to your nominated person. It is your responsibility to keep your nominated person up to date.



## We Love Christmas

Keep a look out for Santa and our free Christmas party.



## Results Treats

We love to celebrate our achievements and the fantastic work you do. We do this by treating our staff to a pizza day!



## Welcome Gift Bag

Starting a new job can sometimes be daunting so we give you a little treat bag on your first day.



## Long Service Rewards

Your loyalty means the world to us and rewarding you for it is the least we can do. Long service rewards are offered at these milestones: 5 years, 10 years, 15 years, 20 years, 25+ years.



## Free Gym

We have two fitness suites at 21 Freeman Street for staff to use 24/7, one contains cardio equipment such as bikes, treadmills and a cross trainer, the other is equipped with a squat rack, punch bag, and a variety of dumbbells.



## Wellbeing sessions

Our wellbeing officers run free health and wellbeing sessions to both our residents and staff.



## Blue Light Card

Staff can apply for a Blue Light Card which gives you access to discounts online and in-store from large national retailers to local businesses.



## Bike to Work Scheme

Take advantage of purchasing a bike tax free up to the amount of £1000.



3% Pension Contributions



Real Living Wage



Free Parking



Uniform Provided



# Your Application

Thank you for your interest in YMCA Humber and for wanting to work with us. Within this recruitment pack, you will find the details of the Head of Youth and Community Service and an insight into who we are, and what we can provide to you and our community.

**To apply to this post, you will need to submit the following as part of your application:**

- An up-to-date CV which shows your career history.
- A covering letter highlighting some of your key experiences.

Please submit your application with your CV and a cover letter detailing why you are the right candidate for the role.

Once you have submitted your application, you will receive acknowledgement of your application from our People and Policy Manager.

If you would like to have an informal discussion about the Head of Youth and Community Services role and the organisation, or if you have any other questions which may help you decide whether to apply, please contact our People and Policy Manager, who will happily arrange an appropriate time and date for you to visit YMCA Humber, and have an informal discussion with Kate Conway, our Chief Executive.

**All documentation should be emailed to:**

**Ceinwen Fews**  
**People and Policy Manager**

[ceinwen.fews@ymca-humber.com](mailto:ceinwen.fews@ymca-humber.com)

please make sure you note within your covering letter the role you are applying for.

Should you require any reasonable adjustments to assist in your current application please contact Ceinwen Fews, People and Policy Manager who can provide you with support.

## Equality, Diversity, and Inclusion Statement

The YMCA is a movement with Christian principles at its heart. It stands for:

- A world-wide fellowship based on the equal value of all persons
- Respect and freedom for all
- Tolerance and understanding between people of different backgrounds
- An active concern for the needs of the community.

Individuals with different cultures, perspectives and experiences are at the heart of the way YMCA Humber works. Whilst our core values of Protect, Trust, Hope and Persevere are based on Christian principles, we want to recruit, develop, and retain the most talented people, regardless of their background and make best use of their talents.

Our values guide everything we do, and we recognise that being a diverse and inclusive employer helps us fulfil our responsibilities to make a difference for our service users.





‘Everyone should have a fair chance to discover who they are and what they can become’

To find out more about YMCA Humber, head to  
**[ymca-humber.com](https://ymca-humber.com)**

Follow us on



@YMCAHumber

**YMCA**

Here for young people  
Here for communities  
Here for you

YMCA enables people to develop their full potential in mind, body and spirit. Inspired by, and faithful to, our Christian values, we create supportive, inclusive and energising communities, where young people can truly belong, contribute and thrive.

FAMILY & YOUTH WORK

HEALTH & WELLBEING

HOUSING

TRAINING & EDUCATION

SUPPORT & ADVICE