



Standing Committee for Youth Justice

## Board Member Application Pack

### Welcome from the Chair

Thank you for your interest in the SCYJ. I am delighted that you are considering applying to become a Board Member.

I became Chair of the Board in September 2019 and I have relished the opportunity to play my part in the SCYJ's exciting new programme of work. The SCYJ has grown into an alliance of over 60 non-profit organisations working together to improve the youth justice system in England and Wales. We advocate for a distinct and child-focused system that tackles the underlying causes of offending, respects rights and promotes positive long-term outcomes. Work focuses on influencing policy, legislation and practice to address issues affecting young people involved in the youth justice system - from prevention and policing to custody and resettlement.

The SCYJ has built an impressive track-record as the most influential group campaigning for improvements to the youth justice system. We aim to positively influence the context in which statutory agencies and the youth sector respond to and work with young people, to benefit all those involved and their wider communities. We do this by:

- Advocating for responses that treat children in trouble with the law as children first and foremost
- Promoting a focus on constructive approaches and positive long-term outcomes
- Informing the narrative about how to keep children out of the youth justice system
- Reducing criminalisation and imprisonment of children
- Facilitating meaningful participation of young people and the organisations supporting them to influence policy

We are at an exciting moment in the SCYJ journey and we are looking forward to welcoming new members to the Board. Once again, thank you for your interest in the SCYJ and I wish you well in your application.

Professor Hannah Smithson  
(Chair of the SCYJ)

### About the Board

The SCYJ Board are leading a programme of change. We have expanded the work of the organisation through the appointment of a Director and we now have a staff team in place. Part of this programme of change is to recruit new members to the Board. The roles are unpaid voluntary positions however reasonable expenses are paid. Board members are expected to attend four board and members meetings per year, but also to participate in the life of the organisation between board meetings, advising the staff team and acting in an ambassadorial role for the SCYJ. Board meetings are currently held weekday afternoons in London. Positions are advertised for a period of 3 years.



## The Role of a Board Member

Board Members of the SCYJ have a duty to:

- Support the SCYJ in pursuing its stated objects, as defined in its governing document and its stated purposes by developing and agreeing a long-term strategy.
- Support the SCYJ to define its goals and evaluate performance against agreed targets.
- Support the effective and efficient administration of the SCYJ, including having appropriate policies and procedures in place.
- Support the financial stability of the SCYJ and good stewardship of SCYJ resources.
- Manage any conflicts of interest with personal interests or loyalty to any other person or body.
- Safeguard the good name and values of the organisation.
- Follow proper and formal arrangements for the appointment, supervision, support, appraisal and remuneration of the Director.
- Use reasonable care and skill, making use of skills and experience and taking appropriate advice when necessary.
- Give enough time, thought and energy to the role, for example by preparing for, attending and actively participating in board meetings and have the ability to fulfill the requirements of the role of Board Member
- Demonstrate that the SCYJ ensures appropriate accountability to members.
- Support accountability within the organisation, particularly where the Board delegates responsibility for particular tasks or decisions to staff or volunteers.

## Who we are looking for

If you work with children and young people with experience of the youth justice system, and are passionate about creating positive change, this opportunity might be for you.

We are looking for a number of individuals to join our active and committed Board, and we have identified some areas where we are keen to diversify the expertise and experience of our team. We welcome applications from people based across England and Wales

We particularly encourage applications from:

- Representatives of organisations who are currently members of the SCYJ, or from organisations who are interested in joining us
- Young people with an interest in and/or experience of the youth justice system, particularly those between 18 and 25
- People with experience of grassroots and community-based frontline work with children and young people
- Individuals with expertise around communications, branding, and marketing
- Individuals with financial expertise who are interested in becoming our next Treasurer
- We want to strengthen our work to address racial and ethnic disparities in the youth justice system, and we would particularly welcome applications from those with experience and expertise of these issues.



## Person Specification

We are looking for individuals with:

- Commitment to the organisation and its objectives, social justice and bringing about positive change for children and young people
- A genuine interest and understanding of the issues affecting children in the youth justice system
- Good interpersonal skills, with the ability to engage with people from a range of backgrounds and develop collaborative relationships
- A willingness and ability to devote the necessary time and effort to the requirements of the Board
- Strategic vision
- Good, independent judgement
- An ability to think creatively
- A willingness to speak their mind
- A willingness to understand and accept the legal duties, responsibilities, and liabilities of Board Membership
- An ability to work effectively as a member of a team

## Other information

We welcome and encourage applicants from all backgrounds and do not discriminate on the basis of age, disability (physical or learning), gender reassignment, marriage or civil partnership, pregnancy/maternity, race, religion or belief, sex or sexual orientation.

SCYJ will provide reasonable support to disabled applicants throughout the recruitment process. Please contact us ([policy@scyj.org.uk](mailto:policy@scyj.org.uk)) to identify any additional support that you may require to enable you to make an application.

SCYJ actively promotes equality of opportunity for all and encourages applications from a wide range of candidates, including those with criminal records and those with experience of the areas we cover. The SCYJ seeks to ensure diversity in its Board as well as in its staff base and consideration will be given to ways in which groups that are under-represented on the Board might be reached and encouraged to apply. SCYJ select all candidates based on their skills, qualifications, experience, and ability to do the role advertised.

## How to Apply

To express an interest in the role and to be considered, please submit your application including the following to [policy@scyj.org.uk](mailto:policy@scyj.org.uk):

- an up-to-date CV
- a supporting statement that addresses all criteria in the Person Specification and outlines your motivation for applying

The closing date for applications is **Monday 31<sup>st</sup> August 2020** and we expect to interview via Zoom on **Wednesday 23<sup>rd</sup> September 2020**.

If you have any queries about any aspect of the appointment process, need additional information or wish to have an informal and confidential discussion, please contact Hannah Smithson (Chair of the Board, on 07811 421632 or Gess Horner-Aird (Deputy Chair) on 07912 034322.

Please also feel free to contact our Director, Pippa Goodfellow [pippa.goodfellow@scyj.org.uk](mailto:pippa.goodfellow@scyj.org.uk) to find out more about the organisation and our work.

