



Strengthening Families Project

RECRUITMENT PACK FOR EMPOWERING FAMILIES OFFICER (EFO)

(May 2023)

Thank you for showing an interest in the Empowering Families Officer (EFO) vacancy. We are delighted that you are considering joining this brand-new partnership project known as 'Strengthening Families'.

Strengthening Families is an exciting development for both Carlisle Youth Zone (CYZ) and Cumbria Family Support (CFS) as for the first time, it will formally unite the expertise of our organisations, establishing a unique partnership robustly equipped to provide holistic support that centres positive relationships within and around the family unit to improve mental health and wellbeing. The EFO role will be employed by Cumbria Family Support and hosted by Carlisle Youth Zone. Together, we will contribute to addressing the root causes of complex mental health and wellbeing problems that are arising for young people facing multiple systemic disadvantage in Carlisle and Eden. Funded by the National Lottery Community Fund, the partnership will capitalise on our collective 40 years' experience that tells us with the right support, the family unit can be the most effective mechanism to enable young people to transition in to independence and positive adulthood.

We hope that this pack, alongside the information contained on our websites, gives you everything you need to complete an application, but please get in touch using the details in the pack if there is something we haven't shared that you would like to know.

We wish you all the best with your application and look forward to meeting you during the recruitment process,

Caroline Taylor-Beswick

CEO of Carlisle Youth Zone



Deb Royston

Chief Officer of Cumbria Family Support



ABOUT CARLISLE YOUTH ZONE

Carlisle Youth Zone (CYZ) is a charity set up to give young people aged 7 – 18yrs (up to 25yrs with additional needs) the opportunity to discover their passion and their purpose. We opened in 2011 and currently receive around 1200 visits per week from young people across the city. Integral to our work is a purpose built, £5 million building with facilities that include astro-turf pitches, 4-court sports hall, climbing wall, dance / drama studio, fully equipped gym, music room, and training kitchen. We welcome young people from diverse backgrounds to take part in Youth Clubs, activities and events 6 days a week, and provide opportunity to make friends, develop new skills, unlock their potential and have fun. Beyond the amazing facility, our greatest strength is our team who together, are focused on and dedicated to making a difference for young people. Whether through a conversation, a project, a game or targeted support, CYZ provides life-changing support that helps local young people to thrive.

Our current priorities

Our vision is simple - *to provide a safe and fun place where the potential of young people is developed and fulfilled.*

In order to progress and achieve our vision, we recently established five key priorities that collectively we will focus on over the next 3 years. These are:

1. Strengthening the Youth Zone's core, open-access, centre-based offer
2. Providing greater support to the growing number of young people living in poverty
3. Ensuring CYZ is a space where all communities of young people feel welcome
4. Locating Youth Voice at the heart of our decision making
5. Supporting young people's emotional wellbeing

We deliver this through our universal, centre based programme, complimented by targeted youth work including our highly successful mentoring programme.

You can find out more about CYZ by visiting www.carlisle-youthzone.org.

ABOUT CUMBRIA FAMILY SUPPORT (CFS)

Cumbria Family Support is a charity who aims to *'relieve families in Cumbria with children up to eighteen years old who are in conditions of need, hardship or distress'*. Originally set-up in the East of Cumbria in 1993, the charity extended the reach of its support to the West of the County in 2018. Today our family support services can be accessed by families across Eden, Carlisle and Allerdale.

Our work is all home based, which means we take our support out into the community to ensure those living in deprived and isolated areas, where service provision is limited and families are struggling with issues that are impacting on family life, receive the help they need. We work at an early intervention stage with families as issues and needs are just

emerging, and help them to make and sustain positive changes. Families also seek our support as family life is improving, helping them to keep on track. Our support is not time limited and we will help families for as long as they need us to, to stop problems re-occurring. Through all our work we aim to achieve the following outcomes:

- 1) Children will experience increased emotional resilience and emotional wellbeing, resulting in them having improved relationships, self-esteem and confidence
- 2) Children and their families will have improved involvement in their communities and will therefore experience a reduction in isolation and social deprivation
- 3) Children will feel confident in the way they are parented and feel safe in their homes and communities
- 4) Volunteers will experience a positive impact on their personal development, health and well-being, community involvement and engagement with the labour market

You can find out more about CFS by visiting www.cumbriafamilysupport.org.uk.

ABOUT THE STRENGTHENING FAMILIES PROJECT

The Strengthening Families project is a 3-year National Lottery Community Fund initiative that unites the expertise of CYZ and CFS as well-established youth and family support organisations, so young people and their families benefit from holistic support that centres establishing positive relationship within and around the family unit in order to improve mental health and wellbeing.

A full-time Empowering Families Officer (EFO) will be employed by CFS and located with CYZ to ensure a close working relationship between them and existing CYZ Youth Workers, Mentor Co-ordinator and Volunteer Mentors. This unique collaboration will allow the project to identify children, young people and families who will benefit most from the 'joined up' expertise of our two organisations.

The EFO will work alongside approximately 10-15 families at any one time, providing the earliest support possible, which in turn will ensure the project has the strongest long-term impact for young people. They will provide practical and emotional support to individual families referred to the Strengthening Families project and alongside establishing and facilitating in-person and digital peer-to-peer support mechanisms for parents and families. Through this work, the project aims to achieve the following outcomes for young people:

- 1) Better relationships with parents
- 2) Improved prospects for the future
- 3) Increased number of young people in need being mentored

WORKING IN PARTNERSHIP

Both organisations enjoy a wide range of partnerships that are able to compliment and enhance our work, and these will be integral to the successful delivery of Strengthening Families. These partnerships include (to name just a few):

- Schools
- Carlisle United Football Club and Community Trust
- The Rock Youth Project
- People First
- Manchester United Foundation
- OUTReach Cumbria
- Early Help and Children's Services
- Multi Cultural Cumbria
- University of Cumbria
- Tullie House Museum
- Cumbria Police
- Child Bereavement UK
- Beaumont College

PAY AND BENEFITS

Employment will be with Cumbria Family Support and the salary range for this role is £20,181 - £26,131 per annum pro rata.

Other benefits from CFS include:

- 25 days (rising up to 32 days) holiday a year (pro rata) plus bank holidays
- Eligible to join the Pension Scheme (with 5% employer contribution where applicable)
- Professional development and learning which includes informal opportunities to grow and develop, as well as access to more structured training opportunities

Working in partnership with CYZ, additional benefits include:

- Access to CYZ gym and fitness facilities (when not in use by young people)
- Dedicated desk space in a friendly shared office
- Access to free parking and tea/coffee supplies

READY TO APPLY?

Alongside this Recruitment Pack, you will find a Job Description and Application Form.

Application closing date: applications close at 9am on Monday 5th June 2023

Interviews: we will be inviting all short-listed candidates to interview on Monday 19th June 2023

To apply, complete the application form and return it to Deb Royston, Chief Officer, Cumbria Family Support Ltd, The Office, Mardale Road, Penrith CA11 9EH or via email to admin@cumbriafamilysupport.org.uk

Thank you for taking the time to look at our vacancies, we look forward to receiving your application.