



motiv
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life chances for young people

Application Pack

Here at Motiv8, we're passionate about creating the conditions to enable young people and families to thrive

At Motiv8 we reflect on the current challenges that young people, families and communities face.

Locally and Nationally, we are experiencing a worsening crisis regarding young people's mental health, increasing numbers missing from education, increasing exploitation of young people, high number of families living in poverty and specialist services are at capacity. Young people are falling through the net and are often only able to access support at point of crisis; at which point it takes longer to turn things around.

We pride ourselves on providing the right support, at the right time and we seek to do more to "grow our impact". This means reaching young people and families earlier to prevent problems from escalating. It means remaining focused locally and being a permanent presence in our communities, acting as the glue that binds services and people together. It means building trusted relationships, offering person-centered approaches and helping young people to feel connected with a sense of belonging. It means providing safe spaces where support can be accessed without judgement.

Through this approach, we can bring about lasting change.



Jonathan Clark
Chair of Trustees



What We Do And Why

Motiv8 believes that all young people should lead safe, happy and healthier lives. For too many young people, this is not the reality. We know there are factors which can increase vulnerability and place young people at risk, such as not engaging in education, family breakdown or conflict, poor emotional health and wellbeing, alcohol and substance misuse, living in poverty, peer pressure, bullying, difficulty in finding employment and involvement in crime or anti-social behaviour.

Motiv8 recognises that every individual and family is unique. We take a person centered approach, building on strengths and providing positive opportunities to help young people thrive. We know that young people and their families will have a better quality of life if we can help prevent problems from escalating. By providing the right support, at the right time, we can help them to overcome some of the many challenges they face. That's why we are committed to having a trusted, long-term presence in the community, to help young people and their families feel connected.

"I do not know where I would be without Motiv8"

"Life was really stressful, weekly support from Motiv8 boosted my confidence and helped me to be the person I am now."



Our Vision

To create safer more connected communities, where young people can be heard, use their voice and develop new skills through opportunities which enable them to thrive.

Our Purpose

Motiv8 places young people at the centre of all we do, providing a trusted relationship through a Youth Work approach. Motiv8 ensures the right provision is available at the right time, in a way that is right for each young person, wherever they are on their journey.

Our commitment to Equality, Diversity and Inclusion (EDI)



Equality, equity, diversity and inclusion are at the heart of all we do.

We strive to create an environment that brings together and embraces a diverse range of backgrounds, perspectives, skills and experiences.

We are committed to developing and maintaining a culture where everyone who works with, or receives support, or benefits from our work feels empowered and has a voice.

WHY IS EDI IMPORTANT TO US

Motiv8 believes that equality, diversity and inclusion are important to the organisation for a variety of reasons. Beyond the legal duty, Motiv8 acknowledges that it is important to treat everyone with respect and to aim for a diverse workforce, where different viewpoints are heard and better solutions developed.

We want to ensure that we provide a high quality service to all of our beneficiaries and aim to understand and empathise with a diverse group of people with changing needs.

We aim to reflect the communities where we work, to provide better understanding and trust and to develop and maintain those relationships

We aim to understand and support the needs of our staff, to ensure that they are engaged and feel part of the organisation



INVESTORS IN PEOPLE®
We invest in people Platinum

We did it!
Officially accredited by Investors in People.
Because we make work better.

We are a great team with lots of support and a passion for working with young people

100% of staff agree that Motiv8 is a great place to work
- IIP Report 2024



We feel empowered and engaged in Motiv8's short term and long term goals and vision"

96% OF OUR STAFF FELT THAT THEIR PERSONAL AND PROFESSIONAL DEVELOPMENT WAS SUPPORTED

92% OF OUR STAFF FELT THAT THEIR WELLBEING IS SUPPORTED BY THEIR MANAGER AND THE ORGANISATION

92% OF OUR STAFF FEEL SUPPORTED BY THEIR MANAGER AND THE ORGANISATION

OUR TRUSTEES



JONATHAN CLARK
CHAIR OF TRUSTEES

"I support Motiv8 so that we can give youth a voice and help them face life's challenges as we work together towards a more positive future"

Jonathan has had a career as an insurance claims professional working at major loss adjusting firms, the Financial Services Compensation Scheme and for Global Reinsurer SCOR.

He is past President and Treasurer of the Chartered Insurance Institute where he has also been the Interim CEO. He is a consultant to a US based NGO and a trustee of several charities with a focus on serving the local community. Jonathan holds degrees in Biochemistry and Biochemical Engineering and is an active sailor.



PROFESSOR MARK BUTTON
FINANCE AND RISK
SUB-COMMITTEE CHAIR

"I support Motiv8 because I believe it does amazing work supporting young people from challenging backgrounds in South East Hampshire to create positive life changing opportunities that benefit us all"



TIM CALEY
OPERATIONS AND PEOPLE
SUB-COMMITTEE CHAIR

"I'm a member of the Motiv8 Trustees because I've always passionately believed that youth work supports young people and helps change their lives."



CAROLINE POPPLETON
FUNDRAISING AND COMMUNICATIONS
SUB COMMITTEE CHAIR

"I am keen to help young people reach their potential, despite the challenges they may face along the way."



RICHARD JOHN
SAFEGUARDING TRUSTEE

"I have been a supporter of Motiv8 for a number of years, on retirement I wanted to go a step further and add value and support to all Motiv8 do in making a positive difference to young people's lives"



STEVE DIMON
TRUSTEE

"I support Motiv8 because I believe all young people need access to support when needed. Motiv8 creates life chances for young people and now, more than ever Motiv8 services are required by the communities we serve"



RUTH COLE
TRUSTEE

"It is a privilege to support Motiv8 as a Trustee. I have always been extremely impressed with their commitment to young people, their families, the community and the positive impact they have on their lives"



BEVERLY COGHLAN
TRUSTEE

"I support Motiv8 because I believe that all children and young people should have an equal start in life, with access to good education, well-being support and life-enhancing activities. Motiv8 steps in when families and local services are unable to help and I am pleased to be able to contribute to its work"



NATALIE WOODFORD
TRUSTEE

"Motiv8 has a very special place in my heart, as it is where I first saw how vital the communities that work with young people are. I look forward to bringing my experience and understanding of the ever-growing complexity of difficulties that young people face, to support Motiv8 to further develop."

Our Values

WE ARE COMMITTED TO BUILDING **TRUSTED RELATIONSHIPS**



We work with openness, honesty, and integrity. We do this by being approachable, reliable, and fun.



WE ARE COMMITTED TO **QUALITY**



We actively work together with the community, young people, families and our partners to achieve the very best outcomes.

WE ARE COMMITTED TO BEING **COLLABORATIVE**



We proactively engage with a wide network of partners, to create opportunities for our communities

WE ARE COMMITTED TO BEING **EMPOWERING**



We believe in young people. Realising their potential, building on what is strong, not what is wrong.

WE ARE COMMITTED TO BEING **ADAPTIVE**



We see each young person as an individual, tailoring our support to their lived experience creating positive change



I HAVE GROWN IN CONFIDENCE.

I FEEL HAPPIER. I FEEL INCLUDED, I FEEL POSITIVE WHEN I COME TO THE HUB SESSIONS. MY YOUTH WORKER HAS NEVER GIVEN UP ON ME AND THAT HAS MADE ME FEEL GOOD.

I'VE LEARNT TO TALK TO PEOPLE INSTEAD OF KEEPING IT ALL IN.



Our 8 Strands of

Motiv8's journey of change is a proven model.
We keep things simple and we will always be youth led.

Youth Voice & Influence



We believe young people are the experts on young people. We share power with young people wherever possible and understand our responsibility to empower them to inform the thinking of decision makers, our own work, and the work of others.

Motiv8 works where the need is, reaching out across the community to share the support available and shape clear next steps. Through regular street-based youth work and participation at community and cultural events we take ourselves to the need.

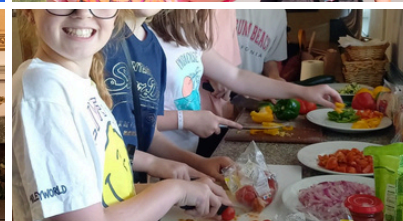
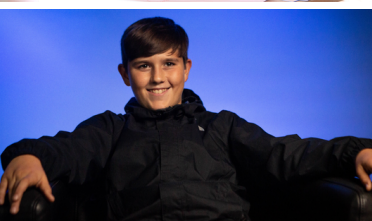


Youth & Family



When we take the time to engage with all those around a young person – at home, at school, and in the community – offering ongoing tailored practical advice, we can cultivate more positive outcomes, earlier as all become invested in the change.

At the heart of Motiv8 are the trusted relationships between youth workers and young people. Our expert teams offer someone who will listen when they feel stuck and a role model who believes in them as they begin to accept help and look ahead



Youth Health & Wellbeing



The wellbeing challenges faced by young people are complex. With an awareness of the context, trauma, and by understanding flexible coping mechanisms our 'Back to Basics' approach places control in the hands of young people

Our skills provision is aspirational, adaptable, and accessible. Delivered on young people's 'doorstep' these sessions and discovery days work across our network, drawing insight from all walks of life



Youth Futures



We know that when you believe in young people, give them role models, meaningfully listen, and offer experiences that inspire, they can thrive. Our Futures Programme offers hope to young people who may otherwise slip through the net.

Motiv8 Youth Hubs guarantee a warm welcome, a warm safe space, and a warm meal within young people's own communities. Unique to each area, our youth hubs are places where young people can be themselves and have fun.



Would you like to join us?

Thank you for your interest in joining our Board of Trustees

We are a charity that has provided support to young people and families to improve their life chances, in the South East, for over 25 years. Our development and direction has been underpinned by the huge commitment of our staff and volunteers, including Trustees.

We are looking to expand our Board of Trustees and it is an exciting time to join us. We are currently shaping and embedding our new organisational strategy to enhance the impact to the young people and families that we support.

Our operating environment is challenging, with our services facing financial pressures and ongoing governmental changes. We therefore want to increase our influence and ability to support young people and families.

Our Trustees lead the strategic development of our charity, working alongside our Chief Executive, Kirsty Robertson. You will need to have compassion, empathy and sensitivity to the experiences of the young people that we support as well as a willingness and openness to understand the complexity of the circumstances of our clients.

We believe we will deliver long lasting impact when our Board and staff teams reflect the community of young people and families that we service and improving Board diversity is crucial to us in terms of our company values.

We are currently recruiting for both a Trustee and a Treasurer role.

We are actively encouraging applications from people who are from a minoritized ethnicity, disabled, LGBTQ+, and/or have varying levels of educational attainment. We particularly welcome applications from younger adults aged 18 to 30 or from those with lived experience. We are interested in hearing from candidates with a background knowledge of

- Equality Diversity and Inclusion (EDI)
- Business
- Safeguarding
- Youthwork
- Fundraising
- Human Resources
- Finance

This is a truly unique charity, with people who care deeply about what they do. If you believe you have the experience and qualities we are looking for, then we would love to hear from you.

The Trustee role

Our Board of Trustees are responsible for agreeing the strategic direction of the charity, setting the budgetary framework and deciding on changes within the organisation. Responsibility for the day to day operation of the organisation is delegated to our Chief Executive, Kirsty Robertson, who reports to the Trustees on a regular basis, ensuring that they have all the information they need to monitor progress and agree and strategic or budgetary adjustments.

As a Board we must:

- Always act in the best interests of Motiv8, exercising a high standard of care
- Act collectively as a group and not as individuals
- Ensure that all decisions and actions are consistent with the aims, objectives and values of Motiv8
- Have regard to the proper use of our power and act in line with Charity Articles and our own aims and values
- That we follow the law but considering non binding rules, codes and standards and follow regulatory guidance where available.

You are not expected to have a detailed knowledge of the legislation that governs our work, as you will be supported by the Officers of the organisation. However, you should be aware that legislation exists and where necessary, you should be satisfied that Motiv8's policies and procedures and reporting mechanisms are in place and able to ensure compliance.

About Motiv8

Motiv8 is a vibrant local youth charity which supports young people and their families who may be lacking in opportunities, are marginalised and experiencing disadvantage. Our vision is to create safer communities where young people feel inspired and are empowered to reach their potential and thrive.

Our work takes place in the heart of the community, with teams based in our place based community buildings in Portsmouth, Havant, Gosport and Fareham. Motiv8 provides free access to one to one youth mentoring, family support, group work, wellbeing provision, youth clubs, street-based youth work, employability programmes and much more!

We pride ourselves on working collaboratively, building upon the strengths of the young people, their families and the community. We are a values led organisation and this transcends all we do. We actively work to support and develop our 8 strands, as outlined earlier in the pack.

What's involved in being a Trustee?

About the role

The role of Trustee is an unpaid voluntary one. You will be part of a vibrant Trustee Board, who act to oversee the work that Motiv8 do and to provide guidance and advice to Executive team.

Time commitment and location

You will be required to attend Board meetings and sub group meetings, which happen quarterly and an annual AGM meeting. Sub group meetings are virtual but Board meetings and AGM's are face to face at one of our community venues in Portsmouth, Gosport or Havant. All meetings last approximately 2 hours and are held within normal office hours. We aim to distribute papers electronically once week in advance of meetings.

Terms of office

Trustees are appointed for a period of 3 years and will be asked at the end of each period if they would like to be re elected as a Trustee, which will be voted and seconded by other Trustee members.

The role is voluntary

Trustees are volunteers and their role is unpaid. However, we can reimburse reasonable out of pocket expenses. This does not form any type of employment contract and should not be interpreted as such.

The formal role

Trustees have and must accept ultimate responsibility for directing the affairs of Motiv8, ensuring that it delivers on the the charitable objectives and outcomes for the benefit of the group for which is was formed. The Board ensures that all of its decisions and actions are consistent with the aims, vision, mission and values of the charity.

Trustees must ensure that Motiv8 complies with

- Charity law and the requirements of the Charity Commission as regulator
- The requirement or rules, and the charitable purpose and objects, set out in the Memorandum and Articles of Motiv8 (governing document). For a copy of this please click [here](#)
- The requirement for Trustees to act with integrity and avoid any personal conflicts of interest or misuse of charity funds or assets.

Duty of prudence

- Ensure that Motiv8 is and will remain solvent
- Use charitable funds and assets wisely and only to further the purposes and interests of Motiv8
- Avoid undertaking activities that might place Motiv8's property, funds, assets or reputation at undue risk
- Take special care when investing the funds of Motiv8 or borrowing funds for the charity to use

Duty of care

- Exercise reasonable care and skill as a Trustee, using personal knowledge and experience to ensure that the charity is expertly managed
- Consider getting external professional advice on all matters where there may be a material risk to Motiv8 or where the Trustees may be in breach of their duties
- Protect and safeguard people. As part of fulfilling the Trustee duties, you must take steps to protect from harm people who come into contact with Motiv8. This includes people who benefit from our work, staff, volunteers and other people who come into contact with our work

What are the duties of the role?

Specific Statutory duties of this role include:

- To ensure that the organisation complies with its governing document, charity law, company law and other relevant legislation or regulations.
- To ensure that the organisation pursues its objects as defined in its governing document
- To ensure that the organisation uses its resources exclusively in the pursuance of its objects: the charity must not spend money on activities which are not included in its own objects, no matter how worthwhile or charitable those activities are
- To contribute actively to the Board of Trustees role in giving firm strategic direction to the organisation, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets
- To safeguarding the good name and values of the organisation
- To ensure the effective and efficient administration of the organisation
- To protect and manage the assets of the charity and ensure the proper use and investment of the charity's funds
- To appoint the Chief Executive and to monitor their performance

You should also

- Make decisions for the good of Motiv8
- Uphold and promote the principles of equality, diversity and inclusion and ensure that these are embedded in the organisation to help to deliver the charity's public benefit
- Avoid conflict with personal interests
- Not profit from their role
- Contribute to the Board and the governance of the charity as a whole and also provide strategic advice.

About you

As a Trustee you will need:

- To give your commitment to the Vision, Purpose and Values of the organisation
- To provide support to the CEO, leading an organisation that is making a real difference to young people and their families
- Be willing to meeting quarterly, face to face and be part of a subgroup that meets quarterly online
- To contribute your skills and experience
- To work with Integrity
- To play a fundamental role in the strategic development of the organisation
- To be able to think creatively
- To be able to work as a team
- To understand the needs and challenges faced by young people and families
- To comply with the Motiv8 Trustees Code of Conduct

How to apply

What we offer

In return for your hard work, we offer:

- A thorough induction into the role of Trustee
- A challenging but rewarding work environment where you can make a difference
- A value driven culture that focuses on the employee and their needs
- An opportunity to attend Motiv8 All Staff Days and Events
- An opportunity to build your own skills and CV
- Timely information and presentations to support in your thinking and decision making

HOW TO APPLY

To gain more information on the role, please visit the vacancy page on our website at www.motiv8.org.uk or click on the links below

To apply for this role, please send a copy of your CV to marina.tuck@motiv8south.org.uk.

For a copy of the full job description and person specification, please click **here**

If you have any queries regarding this role, please contact Marina Tuck on marina.tuck@motiv8south.org.uk

Safeguarding statement and pre-volunteering checks

At Motiv8, we are fully committed to ensuring the safeguarding and welfare of our clients at all times. As part of our Safeguarding Policy and Procedures, all of our employees and volunteers will be expected to comply. All successful applicants will be required to complete the following pre-employment screening checks:

- An identity check (photo ID)
- Receipt of a minimum of 2 references (one to be from most recent employer)
- Documentary evidence of right to work in the UK
- A enhanced Disclosure and Barring Service (DBS check)

