



Head of Trusts Application Pack

Job title: **Head of Trusts**
Location: **Home working** (with paid travel to our Manchester Head Office once a fortnight)
Reports to: **Director of Fundraising and Communications**
Contract: **Permanent**
Hours: **35 hours per week**
Salary: **£43,000 - £47,000 per annum**



0203 750 3111
bamboofundraising.co.uk

Our Purpose



StreetGames are unashamedly on the side of children and young people with no money. We always have been and we always will be. And sport is at our beating heart.

We believe that access to sport and its benefits are a right and not a privilege. However, access to sport and physical activity opportunities are not equal for everyone. For those who grow up in low-income, underserved communities, their opportunities to play sport and be active are limited or non-existent. To bridge this opportunity gap, we work closely with partners to unlock the multiple benefits of playing sport and being active for children and young people in underserved communities.

Through the delivery of our transformational Doorstep Sport approach, StreetGames and its network of Locally Trusted Organisations (LTOs) work to change lives, change sport and change communities for the better.

During the pandemic, LTOs that operate in low-income neighbourhoods were the quiet frontline, providing a broad range of support to their residents. Many were unable to run their weekly Doorstep Sport sessions but managed to find innovative ways to stay in touch with and support young people. Now, LTOs have a vital role to play in healing and rebuilding in their communities and StreetGames will stand beside them, supporting them to rebuild their Doorstep Sport offer. **We are the people beside the people who transform lives and life chances in low-income, underserved neighbourhoods.**

Doorstep Sport is not a solution to poverty. Its power lies in its ability to alleviate some of the impact of living in a low-income community.

Doorstep Sport provides young people with an inclusive place to go, somewhere for fun, fitness and friendship, in a safe and supportive environment. It equips young people with the tools they need to find a positive pathway. In doing so, it **enables young people and their communities to be healthier, safer and more successful.**

StreetGames exists to support young people from low-income, underserved communities to access sport and its benefits. These young people inspire us. What they tell us informs our actions, and everything we do is with them at the forefront of our minds. But creating the scale of change that our beneficiaries tell us they want is beyond our reach as a single organisation. That's why collaboration is hard-baked into StreetGames' DNA, and we will continue to work with partners within and beyond sport to provide life-enhancing, transformational Doorstep Sport opportunities for the young people who need it most.

The Need

3.5 million UK children currently live in poverty



- <** Fewer than 25% meet national guidelines for daily activity
- X3** They're three times more likely to suffer from mental illness
- ∅** On average, they'll die 3.5 – 5 years earlier than their peers
- +** Spend an additional 16.5 years in poor health

Social Justice

- Children growing up in poverty are seven times more likely to harm themselves and be involved in violent crimes as young adults.
- Children who have lived in poverty during their first seven years have cognitive development scores 20% below those of children who have never experienced poverty.
- More than a quarter of children from the poorest families said they had been bullied because their parents couldn't afford the cost of school.
- 20-30% of young people involved in offending and serious youth violence as victims and / or perpetrators are Vulnerable girls and young women.

The Need /

How We Help

StreetGames' mission is to give disadvantaged young people access to the same opportunities as their more affluent counterparts.

We do this through our Doorstep Sport approach and complementary programmes:

What is Doorstep Sport?

Doorstep Sport is an evidence-based delivery approach that sees young people play traditional sports in non-traditional settings. It offers an opportunity for regular participation and we know that 66% of participants play no other sports in their communities. Appropriately delivered Doorstep Sport transforms young lives as it develops confidence, competence and new skills for life.

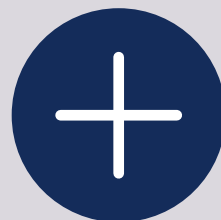
Our approach is underpinned by the 5 rights: Sport delivered at the **right time**, in the **right place**, in the **right style**, by the **right people**, and at the **right price**.

Doorstep Sport is delivered in partnership with a network of over 1,500 LTOs who are operating at the heart of their communities and are trusted by that community to make positive change happen.

The impact of Doorstep Sport



69%
of participants say they are taking part in sport more regularly now



92%
of participants have tried a new sport/activity



94%
of participants said they have learnt a new skill



96%
of participants said they have improved their skills



87%
selected scores in the very high/high category in terms of their confidence to take part in sport/physical activity



79%
selected scores in the very high/high category in terms of their levels of happiness
selected scores in the very high/high category in terms of their levels of life satisfaction

The Need /

Fit & Fed

Example Programme*

*We have many others



In some areas, **the numbers of children living in poverty** have increased by more than 10% in just two years.



60% of families earning less than £25,000 **can't always afford food** during the holidays.



Families earning less than £15,000 describe their food situation as a **'constant struggle'**

For too many young people, summer holidays are a time of hardship, hunger and isolation, as families in under-served communities struggle to fund the added food and childcare costs the school holidays bring.

Our Fit & Fed programme helps to combat the triple inequalities of holiday hunger, social isolation and physical inactivity. We do this by offering fun physical activities and nutritious, healthy meals to some of society's most vulnerable young people.

Since its inception in 2016, Fit and Fed has benefited over 66,000 young people with a whopping 528,582 meals being served.

The Need /

The StreetGames Young Volunteers Programme:

Example Programme*

*We have many others

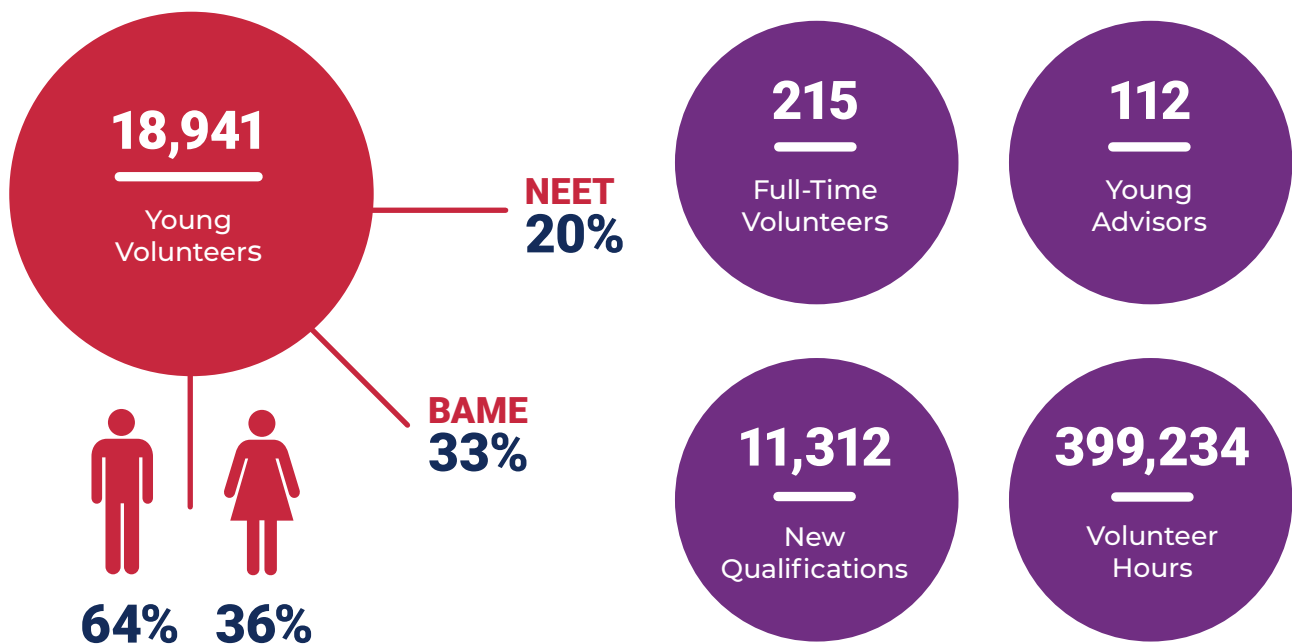
This programme offers underprivileged 16-25-year-olds the opportunity to volunteer within StreetGames projects.

LTO's identify and engage young volunteers (usually from their existing pool of participants) and provide them with volunteering and leadership opportunities within Doorstep Sport sessions together with mentoring and support.

Volunteers can get involved in various ways. They can help with coaching/refereeing during Doorstep Sport sessions, manage administrative tasks, such as taking registers and monitoring attendance, and help promote the sessions on social media.

The programme, which provides young people with the opportunity to gain recognised awards and qualifications, helps them develop their confidence, self-esteem and community leadership skills.

The impact of our Young Volunteers Programme



1,135

Young volunteers have attended SYV leadership residentials

778

Young volunteers have attended SYV conferences & award events

875

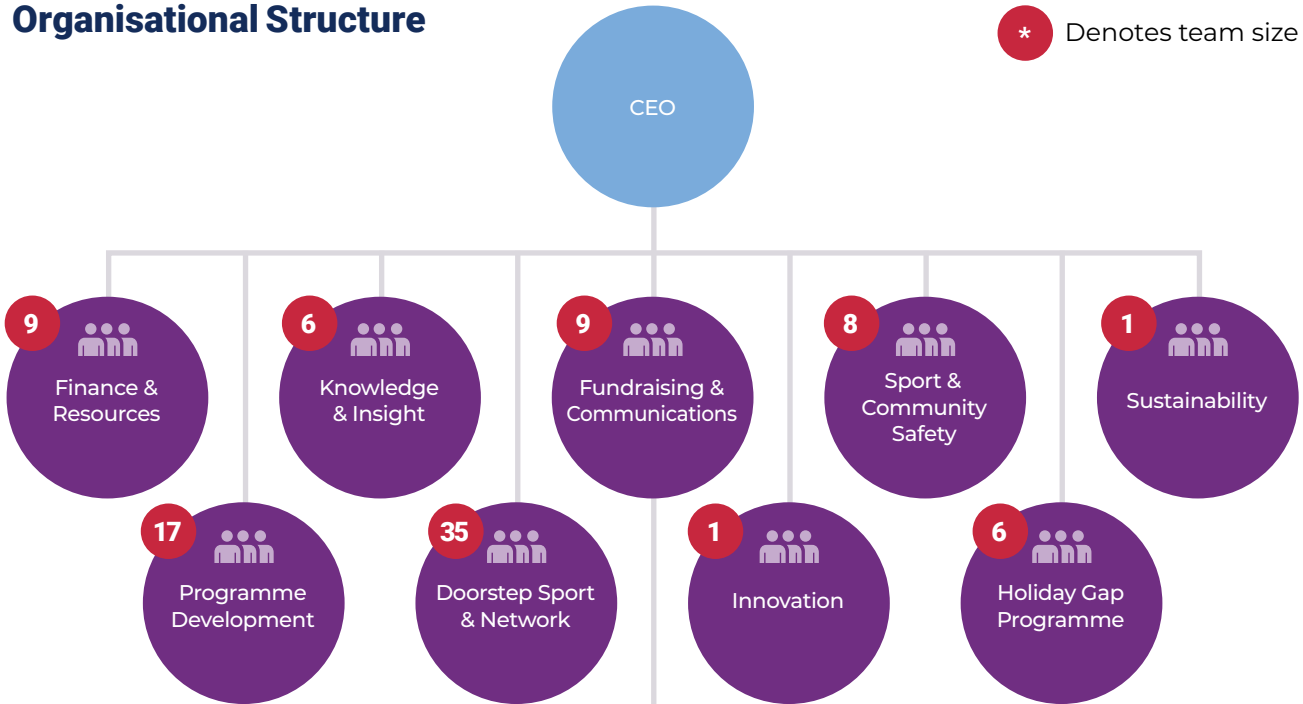
Young volunteers have attended summer camps

About Us

Headed up by Mark Lawrie, our friendly, 80-strong team at StreetGames are passionate about ensuring every young, disadvantaged person in the UK has access to sport.

Organisational Structure

* Denotes team size



Fundraising & Communications Team



About Us /

Our Values



Person Centred

We are the people beside the people who transform lives and strengthen communities



Collaborative

We work with others as we know we can achieve better outcomes together



Challenge

We are a positive disruptor – better never stops for our young people



Creative

We continuously look for innovative, new and better



Impactful

We achieve measurable and proven outcomes



Integrity

We are authentic in all we do and have a trust-based relationship with LTOs



Supportive

We stand beside our network and young people



Accountable

We take responsibility for our commitments and share progress transparently

About Us /

Our Culture

Trusting

There's no micro-managing or clock watching at StreetGames. Employees have the autonomy to manage their own workload, from wherever they work best – be it from home, from our Manchester office, or from the House of Sport shared working space in London.

Collaborative

We foster a culture where staff 'check in' on each other and work collaboratively to solve problems.

Equality, Diversity and Inclusion

Equality, diversity and inclusion has always been at the heart of the StreetGames mission – both as a charity whose core purpose is to deliver equality of opportunity, and as an employer.

We actively look to recruit people that challenge the way we think and act, with the aim of building a diverse team of innovators, who are constantly striving to be better.

StreetGames Equality, Diversity & Inclusion

StreetGames are committed to the principles of promoting equality and preventing discrimination across our workforce and of those who access our services.

Equality – to ensure that **everyone** has equitable opportunities

Diversity – everything that makes us unique, the seen and unseen

Inclusion – creating a culture where everyone feels a sense of belonging and value

Goals



Diversity of Voice

Ensure our internal and external programmes and interventions have diversity of voice at the heart of the design process



Inclusive Environment

Provide a working environment where everyone feels able to be their whole selves



Recruitment

Increase the diversity of those applying, being offered and accepting roles at StreetGames - staff, contractors and Trustees



Learning & Development

Create a learning culture which enables all trustees, staff and contractors to develop their knowledge and understanding in a way that they choose



Grow Our Own

Plan for the long term increase of movement from grassroots community sport into the StreetGames workforce and the wider sector

About Us /

Our Culture

For StreetGames, equality, diversity and inclusion is not a 'tick-box' exercise. We regularly survey our staff, LTO's and partners for feedback.

Following our most recent survey, a consultation event and data collected from employees and contractors, the following priority areas have been identified and fed into our 2021-2025 EDI strategy:



Areas of work – Role as an employer

The following priority areas of work have been identified by refining the results from a survey, consultation event, and data collected of employees and regular contractors for StreetGames. They focus on three key findings:



About Us /

Staff Survey

We think StreetGames is an exciting and inspiring place to work, but don't take our word for it. Here's some feedback from our 2021 staff survey:



82%
of staff are satisfied working for StreetGames



99%
of staff understand how their work contributes towards StreetGames' objectives



98%
of staff have a good relationship with their colleagues

“ I really like what StreetGames is about and the culture ”

“ The people at StreetGames make it a place to stay a part of. I am so lucky to work with such committed, passionate colleagues who go the extra yard in their day-to-day role ”

“ Amazing culture of passion and progress ”

“ Can do attitude, trust and lack of red tape. StreetGames are the best employers I have worked for ”

“ I like the organizational culture, the people who work for StreetGames, the flexible approach to work ”

“ I have always been rewarded at StreetGames and feel I am continuously supported to grow personally and professionally. I value the variety of my role and my previous roles within StreetGames. I value the opportunity of the future, much of which is yet to be known ”

“ Street Games is a very welcoming organisation that really delivers on employee wellbeing. It allows and encourages us to get on with and deliver to a high standard while allowing us to interact and give our views ”

Our Impact

Below are just a few quotes from participants, parents, young volunteers and LTO's that have emerged during StreetGames 10+ years of helping young people transform their lives through sport.

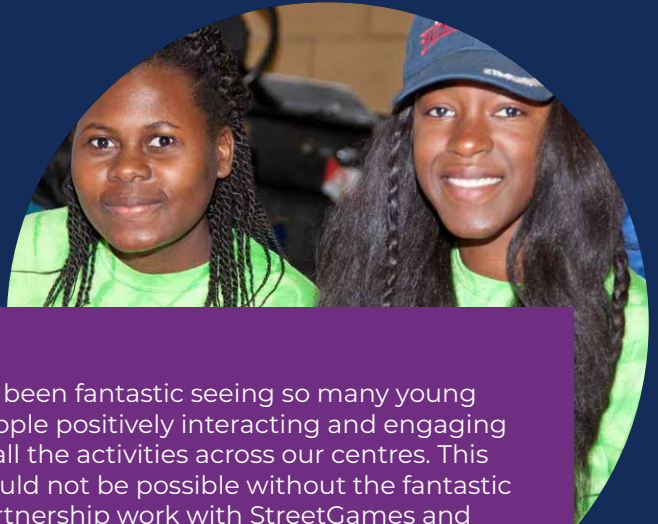
“ I began my journey very differently to where I am now. I wouldn't be who or where I am without [StreetGames] work ”

Lowri Suter, Participant



“ I never really belonged anywhere, so getting involved with local gangs was almost inevitable. I was involved with bad people and doing bad things. It was obvious I was going to end up in jail... but I can now say I'm a positive role model to my 10-year-old sister. You can't really compare where I am now to where I was just a few short months ago. StreetGames didn't give up on me ”

Jason Smith, StreetGames Participant



“ It's been fantastic seeing so many young people positively interacting and engaging in all the activities across our centres. This would not be possible without the fantastic partnership work with StreetGames and the generosity of the companies that have funded this project. This has made such a difference to the children in our surrounding communities ”

LTO Leader



“ [Volunteering at StreetGames] has made me more independent, confident and motivated to help in my local community and stay involved in sport... I have also become more reliable ”

StreetGames Young Volunteer

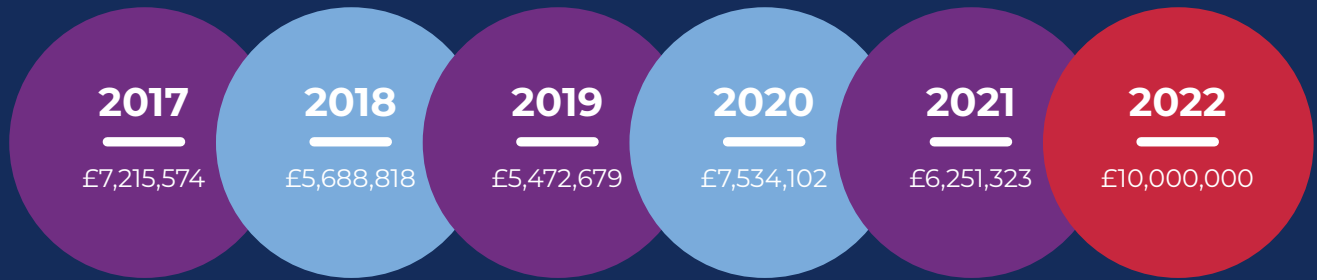
“ StreetGames has turned my life around. Without them, I don't know where I'd be right now ”

Lyndsey Dawn, Participant

Our Performance

StreetGames is a dynamic, rapidly growing charity. Despite the challenges of COVID19 and cuts in Government funding, we're in a strong financial position, thanks to strong relationships with our funders.

Our Income



Our End Game

“ I started off going to the holiday club when i was little, so I could get my lunch and run around while mum and dad were at work. Now I go after college on weeknights to play sport, see mates and stay connected in my community. I help out with the things happening at the weekends and in the holidays for the younger kids. ”

“ There is a place that I go round the corner from where I live where I can try new things, get a say in how things are run and where I can take my mates and make new ones. The people that run it know me and the people that live around here. ”

“ The people that run the sessions are from around here and I can follow in their footsteps. I can start to help out and then get training and new experiences so that I can support the next generation of people growing up here. ”

“ I’m happy and comfortable using my local tennis club and the local leisure centre. The coaches, staff and volunteers are supportive and understand how to help me feel part of the club. ”



All young people from low-income, underserved communities can engage in life-enhancing Doorstep Sport.



All young people from low-income underserved communities can access a pathway to become volunteers and future community leaders.



There is a year-round, multisport offer available in every low-income, underserved community.



All mainstream sports providers change their practice to meet the needs of young people from low-income, underserved communities.

The Role

Job title: **Head of Trusts**
 Location: **Home working** (with travel to our Manchester Head Office once a fortnight)
 Reports to: **Director of Fundraising and Communication**
 Contract: **Permanent**
 Hours: **35 hours per week**
 Salary: **From £43,000 - £47,000 per annum**

We've secured core funding for the next five years from Sport England (from April 1, 2022), so the priority for the new recruit is to identify new projects and streams of funding to enable us to expand our services.



Key responsibilities

1. Maximise funds raised from charitable trusts, foundations and statutory funders

- a. Develop short-term and long-term strategies for generating income from trust and foundations in line with an annual target in excess of £950K
- b. Deliver personal financial targets as well as contributing to the wider fundraising team's annual targets
- c. Manage relationships with existing trusts and foundations, ensuring that the required reporting is delivered in line with the funder's requirements

2. Pipeline Development

- a. Pro-actively research new trusts and foundations to approach, taking note of the funder's needs, criteria and how our services meet these needs
- b. Identify projects and priorities for funding through collaboration with operational colleagues. Develop projects for funders with accurate budgets

3. People, leadership, collaboration and team working

- a. Develop and maintain a trust and foundation workplan with a timeline of agreed activities that is regularly reviewed with the Director of Fundraising and Communications
- b. Regularly report to Senior Management on key issues and risks within the market
- c. Reporting as required on performance and pipeline
- d. Keep accurate records of all relationship communications and activities using Salesforce

General Responsibilities

Work as part of the wider team supporting fundraising and the wider organisation

Act as an ambassador for StreetGames at events

Follow best practice as set out by the Chartered Institute of Fundraising and be a champion for excellence within fundraising

What We're Looking For

In the interests of diversity and inclusion, we've kept the person specification to a minimum.

There are three key qualities/skills we're looking for:



An Innovative Thinker

We're not looking for someone to 'fit in'. We want someone to challenge our thinking, scrutinise our fundraising methods and seek out new, innovative funding streams. If you're a stickler for structure, this may not be the role for you.

T&F Expertise

If you're an experienced trusts & foundations fundraiser with a proven track record of pivoting an organisation into a different space, we want to hear from you.

Autonomous worker

There's no management responsibility with this role, so you need to be comfortable working in silo. However, you won't be unsupported. You'll work closely with the Head of Innovation to identify new funding streams.

We're excited to fill this role and hope you're excited to apply.

Here's what to do next:

- Step 1.** Read this document carefully to make sure it's the job for you.
- Step 2.** Send your CV to Bamboo Fundraising and arrange a time to have a chat.
E: info@bamboofundraising.co.uk
T: 0203 750 3111
- Step 3.** Submit your application by **Sunday 13th March (closing date)**

We know it takes time to put a good application together - thank you for making the effort.

If you have any questions, please contact our partners at Bamboo Fundraising.

Thank you for applying and good luck!