

ART AGAINST KNIVES

TRUSTEES RECRUITMENT PACK





ART AGAINST KNIVES

We're an award winning creative charity that collaborates with young people, their communities and the creative industry to create lasting social change.

We co-design creative community spaces with young people that provide creative skills training, specialist support, establish trusted relationships, amplify their voices and put them in the lead of their own futures. Our work is underpinned by a trauma and psychologically informed approach to safeguarding young people.

Over the past 10 years we've worked with over 1,500 talented young people, collaborated with leading industry partners from Apple to London College of Fashion, secured funding from among others, the Home Office and BBC Children in Need, and established partnerships with pioneering leaders in the sector like our friends at MAC UK.

We're on the hunt for a new trustees to join our current Board of Trustees who will be welcomed by our inspirational team of staff and young people to ensure we have the resources to achieve our mission so young people can thrive and live safe lives.



WELCOME TO AAK

"OUR VISION IS A CITY IN WHICH EVERY YOUNG PERSON CAN BUILD A LIFE THEY WANT THROUGH CREATIVITY RATHER THAN VIOLENCE"

Thank you very much for your interest in the voluntary role of trustee at Art Against Knives, we hope our recruitment pack will provide you with all the information needed before you apply. But don't hesitate to get in touch with any questions. We want to hear from anyone with an interest.

For further information about what we do and our projects, please click on www.artagainstknives.com

WHAT WE DO

We provide early intervention support when we recognise triggers. We react before and at first signs of risk.

We provide immediate, emergency support for those who are at high risk and who face multiple risks, including Domestic Abuse and Child Sexual Exploitation.

SELF DEFENSE, MUSIC LAB & SKILLS TRAINING ACROSS THE WEEK



WHAT WE DO

THREE COMMUNITY NAIL BARS ACROSS THE WEEK



WE PROVIDE

1. Personal development- equipping young people with the tools required to overcome setbacks, learn from experience, control behaviours, make safe choices and increase self-esteem.

2. Strengthened social skills by providing a space for young people to interact safely with their peers, communities, and wider society and build new positive networks.

3. Foundations for employability by introducing new practical and transferable skills to sustain them in(to) education, employment or training - including accredited training.

SAFEGUARDING YOUNG PEOPLE

We do this by :

- Assessing both risks AND protective factors; taking a strengths based approach.
- Reporting concerns in line with statutory guidance.
- Sharing relevant information between public protection agencies.
- Providing specialist support in-house.
- Advocating on behalf of young people.
- Continuously monitoring risk and progress.

A large part of our role is to support young people in accessing and sustaining in external statutory support and/or other Voluntary & Community Sector support services.





WHO WE ARE LOOKING FOR

PEOPLE WHO ARE:

- Passionate about reducing youth violence.
- Understand or interested in learning about the contextual factors facing at-risk young people.
- Keen to promote AAK within their networks and widen our reach and impact.
- Able to use their skills and experience on the ground to benefit us at an operational level as appropriate.

WITH SKILLS & KNOWLEDGE INCLUDING:

- Youth leadership
- HR
- Charity Finance
- Lived experience
- Diversity & Inclusion
- Legal expertise
- Child Exploitation

"We support and celebrate different life experiences. Lived experience is as important to us as qualifications or work experience. You do not need experience as a trustee to apply, we will provide support and training. Every Trustee brings something important & unique."

ABOUT YOU



TO BECOME A TRUSTEE

PERSON SPECIFICATION:

- An understanding and acceptance of the legal responsibilities of trusteeship.
- The ability to devote the necessary time and effort to your duties, which involves scrutinising papers, keeping informed about the activities of the organisation and wider issues which affect its work, providing, on request advice in areas where you have specialist knowledge, and representing the organisation externally.
- An understanding that the role of the board is to govern rather than manage, i.e. strategic, not operational, and how to work at this level.
- A readiness to make judgement calls and decisions with far-reaching impact.
- The ability to manage uncertainty, especially financial, and tight resources.
- The ability to speak your mind and engage well with a group of highly experienced, passionate and confident trustees.

ABOUT YOU



TERMS & COMMITMENT

ROLE OF TRUSTEES IS JOINT WITH THE BOARD

- Set priorities and strategies to guide how ART AGAINST KNIVES will meet its goals.
- Approve budgets and income generation plans to ensure financial stability.
- Monitor performance against these to ensure the effective management of the organisation.
- Ensure and monitor compliance with our governing document and all relevant legislation and regulations.
- Be responsible for risk management.
- Safeguard the good name and values of the organisation.
- Represent the organisation externally, as appropriate.
- Contribute to the pastoral support of the director and their professional development.
- Trustees serve a term of 3 years.
- The board meets 6 times a year.
- The board has 3 subcommittees – finance, safeguarding and HR – which meet separately.
- Trustees are expected to serve on one subcommittee.
- There are typically 2 staff/board social events per year, and 2 – 3 gallery sales and stakeholder engagement events, and trustees are expected to attend as many of these as possible.
- In addition, other contact – usually electronic or by telephone – will be necessary.
- Board meetings currently take place remotely in the evenings / and at the AAK main office in Central London; meetings are diarised for the year ahead.
- Subcommittees arrange their meetings individually both during the day and evening.
- Meetings typically last 2 hours.
- Preparing for meetings typically takes 1 – 2 hours.

TRUSTEE BENEFITS



Through this role and experience we hope to give you:

- experience of being part of a team made up of people from different backgrounds, occupations and sectors
- an opportunity to use your skills, knowledge and lived experience to create positive futures for young people
- an opportunity to build a network of contacts

The young people we serve have a wide range of ethnic backgrounds, and experience a broad range of different traditions, religious and cultural influences. We want our organisation to offer the best possible opportunities to them. We believe that in order to do that we need to have a board that is as diverse in nature as our young people, our projects and our staff team.

HOW TO APPLY



Please send us your CV (or link to your linkedin profile) and your answers to the following 3 questions:

- What professional or lived experience do you feel you will bring to AAK?
- What social changes would most benefit young people affected by knife crime?
- Why is social justice important to you?

Selected candidates will have an interview with our CEO and one of our trustees. There will also be a further opportunity for potential candidates to meet with the rest of our trustees and the AAK team at our open day in the new year.

Appointments will be confirmed at the board's January or March 2022 meeting.

You can reach us at recruitment@artagainstknives.com - please make the subject line Your Name / Trustee application.

The closing date for the role is Friday 14th January 2022 at 5pm. We will be reviewing applications as we receive them , so encourage you to get your applications in early

ART AGAINST KNIVES values diversity and is an equal opportunities employer, working towards becoming a disability confident committed employer. We encourage applications from people of all backgrounds. We particularly welcome applicants from black minority and ethnic communities and people with lived experience.

This role will be subjected to an enhanced DBS check.

If you have any queries regarding this role, please feel free to get in touch via email.



ABOUT US

We use creativity to change young people's lives. We embed creative spaces in London's most marginalised communities, co-designed with young people these spaces provide them with skills training, mentoring and specialist support.

As we approach our 10th anniversary, we are incredibly proud of what we've achieved and excited that our model has gained recognition as an effective tool for reducing violent crime. All of our programmes are co-designed by young people and rooted in the communities we serve. We reach approx. 400 young people each year.

We are currently embedded within the borough of Barnet and work collaboratively with multi agency partners of all sizes to ensure that young people shape improvements in provision. We're growing, and remain committed to increasing our impact. We're keen to always share our learning with others and to influence systems change.

WWW.ARTAGAINSTKNIVES.COM





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OUR VALUES



WE CO-PRODUCE WITH YOUNG PEOPLE...

Constantly listening to their perspectives and ideas, involving them in decision making, investing in both the process and their ideas

WE BELIEVE IN COLLABORATION...

Our projects initiate collaboration and build positive relationships within communities; we work in partnership with others, supporting young people in accessing support and opportunity.

WE ARE CREATIVE...

We are creative in our approach to everything from building relationships, communicating, developing skills and problem solving.

WE SAFEGUARD YOUNG PEOPLE...

We take a trauma and psychologically informed approach to safeguarding young people, putting them in the lead at all times.

WE FOCUS ON LONG-TERM CHANGE...

We support young people for as long as they need, at a pace that works for them, so that they can make long-term positive change