



S.W.I.M YOUTH ADVISORY - RECRUITMENT PACK

S.W.I.M BACKGROUND AND STRATEGIC GOALS - VISION AND MISSION

AT STRENGTH WITH IN ME FOUNDATION (S.W.I.M), WE WORK WITH YOUNG PEOPLE TO CHANGE MIND-FRAMES, PEER CULTURE AND CURRENT BEHAVIOURISMS AND TEACH THEM HOW TO UNEARTH THEIR FULLEST POTENTIAL, EQUIPPING YOUNG PEOPLE WITH THE SELF-ESTEEM AND CONFIDENCE TO MAKE HEALTHIER RELATIONSHIP CHOICES.

RAISING PUBLIC AWARENESS OF DOMESTIC ABUSE ISSUES AND THE EFFECT ON WOMEN AND GIRLS BOTH GENERALLY AND IN RELATION TO THEIR SOCIAL EXCLUSION, BY UNDERTAKING RESEARCH AND ADVISING AGENCIES ON BEST PRACTICE.

What are we looking for?



We are looking to recruit people to our youth advisory board that will support SWIM to carry out its mission. We need motivated and committed people who understand the needs and experiences of children/young people affected by domestic violence.



Members of the youth advisory board will use their experiences, empathy and enthusiasm to help SWIM develop a strategy (and activities) that equip young people with the emotional tools to make informed relationship choices. Such choices we believe will contribute to combating the Domestic Abuse pandemic from an emotional educational standpoint.



Due to the sensitive nature of this work we only want people who are reliable, compassionate, responsible and dedicated to improving the lives of vulnerable young people. There isn't one way to be the right person for this role so we encourage anyone who is interested or feels a sense of duty to this role to apply or email us at recruitment@swim-dv.org for if you have further questions.



What are the general responsibilities of a member of the youth advisory board?

The main role of the youth advisory board is to ensure SWIM has the insights and guidance necessary to act in the best interests of children/young people affected by domestic violence. The youth advisory board will do this by providing a range of expertise and support across different areas of SWIM's activities so that SWIM can make a real impact in the community.



SOME OF THIS SUPPORT INCLUDES:

- **INFORMING OUR WORK AND DELIVERY OF OUR WORKSHOPS TO ORGANISATIONS, PRACTITIONERS AND YOUNG PEOPLE AGED 11-21 YEARS OLD AROUND FORMING HEALTHY RELATIONSHIPS**
- **INFORMING BEST PRACTICE WITHIN THE ORGANISATION**
- **SUPPORT AND REVIEW OUR RESEARCH ON THE IMPACT OF INTERVENTION.**
- **HELP SHAPE THE DIRECTION OF THE ORGANISATION.**
- **INFORM ON POLICY/OUR WORK TO MAKE HEALTHY RELATIONSHIPS PART OF THE CURRICULUM FOR SCHOOLS.**
- **SHARING IDEAS AND PARTICIPATE IN FUNDRAISING AND MARKETING ACTIVITIES**
- **ATTENDING ADVISORY BOARD MEETINGS ON A BI-MONTHLY BASIS**



SOME OF THIS SUPPORT INCLUDES:

- **MAINTAINING CONTACT WITH FELLOW ADVISORY BOARD MEMBERS**
- **UPDATING AND LIAISING WITH THE BOARD OF TRUSTEES**
- **ATTENDING AND ASSISTING WITH FUNDRAISING ACTIVITIES**
- **PARTICIPATING IN DEVELOPMENT OF PROGRAMMES FOR OUR TARGET AUDIENCE**
- **MEETING WITH FUNDERS AND SUPPORTING BIDS AND FUNDRAISING ACTIVITIES**
- **TO REVIEW AND FEEDBACK TO THE BOARD OF TRUSTEES ON FUTURE PLANS AND PROPOSALS**
- **BE AN ADVOCATE FOR SWIM AND RAISE AWARENESS OF THE CHARITY**



1 in 10

More than one in ten of
all offences recorded by
the police are domestic
violence related



PLEASE READ THE FOLLOWING DATA ON YOUNG PEOPLE AND DOMESTIC VIOLENCE

- **1 IN 5 TEENAGE GIRLS HAVE BEEN ASSAULTED BY A BOYFRIEND**
- **10-15-YEAR-OLDS ACCOUNT FOR 30.6% OF CHILDREN AFFECTED BY DOMESTIC ABUSE**
- **RECENT SURVEYS (INCLUDING NSPCC, ZERO TOLERANCE & END VIOLENCE AGAINST WOMEN CAMPAIGN) REVEAL THAT APPROXIMATELY 40% OF OUR YOUNG PEOPLE ARE ALREADY BEING SUBJECTED TO RELATIONSHIP ABUSE IN THEIR TEENAGE YEARS**
- **9 IN 10 CHILDREN WHO SUFFER DOMESTIC ABUSE AND/OR GROW UP IN A DOMESTIC ABUSE HOUSEHOLD GO ON TO HAVE MENTAL HEALTH PROBLEMS**
- **1 IN 4 GIRLS AGED 16-24 ARE MOST AT RISK OF SOME FORM OF DOMESTIC ABUSE.**

TO READ MORE ABOUT DOMESTIC VIOLENCE EXPERIENCED BY YOUNG PEOPLE PLEASE VISIT OUR WEBSITE



[WWW.SWIM-DV.ORG/](http://www.swim-dv.org/)



Commitment	Detail	Additional information
Available positions	6 (voluntary, unpaid)	N/A
Term length	2 years (2023 - 2025)	N/A
Meetings	Bi-monthly, up to 2- 3 hours per meeting	More info upon selection
Incentives	We will cover travel, refreshments and where necessary cover costs to attend outside meetings/events.	Invitations to events and training being offered to SWIM or internally delivered will be extended to members. More info upon selection
Professional or personal development opportunities	Training opportunities available upon request	More info upon selection
Other support	Clinical supervision will be offered to all members	More info upon selection

WHAT IS THE RECRUITMENT CRITERIA?



Requirement	Additional information	Roles available
Young person aged 24+ with lived experience of domestic abuse	<p>This may include:</p> <p>Witnessed/experienced physical, emotional, sexual and financial abuse within your own household.</p> <p>Experienced as an extended family member or friend of someone who was directly affected by domestic abuse.</p>	3
Young person aged 24+ who has not directly experienced domestic abuse	<p>This may include:</p> <p>Someone who knows/knew young people who experienced domestic violence.</p> <p>Someone who has studied topics related to domestic violence, especially domestic violence experienced by young people and best practice.</p> <p>Someone with insight into young people and their needs and how they like to learn/engage with domestic violence support.</p>	1

WHAT IS THE RECRUITMENT CRITERIA?



Requirement	Additional information	Roles available
Teacher/Educator- a person who has perspective on what practitioners need to know and can inform best practice and routes to reach practitioners/ those working with children.	<p>This may include:</p> <p>Primary, secondary or college teacher, deputy or head teacher</p> <p>Training facilitator for educational professionals</p> <p>Experience working in or with educational establishments</p> <p>Governor</p> <p>Teaching assistant or similar</p> <p>Youth or social worker</p>	<p>1</p>
Parent- Someone who is able to provide the parental perspective on what we deliver and how we deliver.	<p>This may include:</p> <p>A parent who has a child between the ages of 11-21 years old.</p>	<p>1</p>

INTERESTED IN THE ROLE?

TO APPLY FOR ONE OF THE POSITIONS PLEASE SUBMIT EITHER A WORD OR VIDEO SUBMISSION.

WORD SUBMISSION MINIMUM OF 500 WORDS , MAX 750 WORDS.

VIDEO SUBMISSIONS SHOULD BE A MINIMUM OF 1 MINUTE AND A MAXIMUM OF 2 MINS.

PLEASE INCLUDE THE FOLLOWING QUESTIONS IN YOUR APPLICATION

- 1.WHY YOU WOULD BE SUITABLE FOR THE ROLE?
- 2.WHAT SKILLS/EXPERIENCE CAN YOU BRING TO THE ROLE/S.W.I.M?
- 3.WHAT INTERESTED YOU ABOUT THIS ROLE?

PLEASE SEND YOUR APPLICATION TO: RECRUITMENT@SWIM-DV.ORG

FOR ANY QUESTIONS ABOUT THE ROLE OR APPLICATION PLEASE
EMAIL RECRUITMENT@SWIM-DV.ORG OR CALL SERENA NALTY-COOMBS 07534 507397.

WE PARTICULARLY WELCOME APPLICATIONS FROM PEOPLE FROM UNDER-REPRESENTED
BACKGROUNDS.



TIMELINE FOR RECRUITMENT AND SELECTION:



Applications open	01/03/2023
Applications close	19/03/2023 at 11:59pm
Shortlisting	20/03/2023-24/03/2023
Interviews	27/03/2023-31/03/2023
Final Decision	03/04/2023-07/04/2023
On-boarding session	w/c 10/04/2023-14/04/2023
StrategicTeam Day	Thursday 10th May 2023 10am-4:30pm

ADDITIONAL READING

S.W.I.M FORMED AN ALL-PARTY PARLIAMENTARY GROUP (APPG) AND CAMPAIGNED RELENTLESSLY FOR HEALTHY RELATIONSHIP LESSONS TO BE MADE COMPULSORY IN ALL UK SCHOOLS. FINALLY, THE GOVERNMENT HAS IMPLEMENTED THIS VITAL AMENDMENT TO THE 'CHILDREN AND SOCIAL WORK BILL' FOR ALL PRIMARY AND SECONDARY SCHOOLS, INCLUDING INDEPENDENT SCHOOLS AND ACADEMIES.

OUR OBJECTIVES

“THE PROMOTION OF SOCIAL INCLUSION, FOR THE PUBLIC BENEFIT OF YOUNG PEOPLE WHO ARE SOCIALLY EXCLUDED FROM SOCIETY, OR PARTS OF SOCIETY, AS A RESULT OF THE EFFECTS OF DOMESTIC ABUSE BY:

- 1) PROVIDING EDUCATION AND SUPPORT TO ENABLE YOUNG PEOPLE AGED 11-21 YEARS OLD, AFFECTED BY DOMESTIC ABUSE TO MANAGE THE EMOTIONAL, PHYSICAL, SOCIAL, AND FINANCIAL EFFECTS ON THEIR LIVES .**
- 2) RAISING PUBLIC AWARENESS OF DOMESTIC ABUSE ISSUES AND THE EFFECTS ON CHILDREN AND YOUNG PEOPLE, BOTH GENERALLY AND IN RELATION TO THEIR SOCIAL EXCLUSION, BY UNDERTAKING RESEARCH AND ADVISING AGENCIES ON BEST PRACTICE**
- 3) PROVIDING WORKSHOPS, FORUMS, ADVOCACY, AND INFORMATION TO YOUNG PEOPLE TO BREAK DOWN THE BARRIERS OF SOCIAL EXCLUSION CAUSED BY DOMESTIC ABUSE.**
- 4) PROVIDING WORKSHOPS IN SCHOOLS AND YOUTH GROUPS TO EMPOWER YOUNG PEOPLE TO IDENTIFY AND FOSTER HEALTHY, SAFE RELATIONSHIPS TO PREVENT THE LIKELIHOOD OF THEM BECOMING SOCIALLY EXCLUDED AS A RESULT OF DOMESTIC ABUSE.”**

ADDITIONAL READING

WE PLEDGE...

- 1) TO RECOGNIZE THAT DOMESTIC ABUSE IS A PANDEMIC WHICH AFFECTS US AS A GLOBAL COMMUNITY AND ACCEPT A WIDER RESPONSIBILITY FOR EMOTIONALLY ARMING OURSELVES AND OTHERS
 - 2) TO ISOLATE NEW AND UNSPOKEN METHODS OF DOMESTIC ABUSE
 - 3) TO INTERVENE EARLY ON IN PROCESSES WHICH DRAW INDIVIDUALS TOWARDS VIOLENT RELATIONSHIPS
- TO CREATE A COMMUNITY WHICH ACTIVELY SEEKS TO INSTIL EMOTIONAL TOOLS TO BOTH PREVENT NEW INCIDENTS OF DOMESTIC ABUSE AND HEAL SURVIVORS

