



CANDIDATE PACK

Employability Mentor

Registered Charity no. 1180246



SCFC





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WELCOME TO FOUNDATION 92

Thank you for your interest in becoming a Employability Mentor at Foundation 92!

It's an incredibly exciting time to join the Charity as we embark on a journey to make a positive difference to the lives of people in Salford and Greater Manchester.

Foundation 92 is a Charity founded by the Class of '92 in 2018, to enable them to give back to communities and causes close to their hearts using the power of sport, particularly football.

Foundation 92 is also the chosen Charity of Salford City Football Club.

Using the universal hook of Football, Foundation 92 works to proactively engage with a wide and diverse cohort of residents across the city of Salford and the Greater Manchester communities, who otherwise may face significant disadvantage, disengagement and isolation, through no fault of their own.

We are happy to answer any questions you may have.



Tom Hutton
Head of Foundation 92



APPLICATION PROCESS

Thank you for your interest in becoming an Employability Mentor at Foundation 92.

Please find below details of the application process and further information to assist you in its completion.

In order to apply, you should submit the following to the Head of Employability & Education; Donna Hennessy at Donna.Hennessy@Foundation92.co.uk

- A one page statement
- A current CV
- Two references to support your application

Open date: **13th December 2021**

Closing date: **22nd December 2021**

All applicants will be notified whether they are invited to interview or unfortunately unsuccessful on this occasion.

Please put 'Employability Mentor' in the subject line of your email.

Should you wish to have an informal conversation about the role, please contact;

Donna Hennessy, Head of Employability & Education

Donna.Hennessy@Foundation92.co.uk

We look forward to receiving your application.

**Please note, given the high standard of expected applicants for the role, the application process may close earlier than listed.*

Foundation 92 is an equal opportunities employer and welcomes applications from all sections of the community. All appointments will be based on merit.



OUR STRATEGIC CONTEXT

Foundation 92 is a Charity founded by the Class of '92 in 2018 to enable them to give back to communities and causes close to their heart, using the power of football. Sport has long been recognised as a significant tool to have a positive impact on the lives of people and communities.

The Class of '92 co-own Salford City Football Club, which itself has undergone a significant period of change in recent years. Foundation 92 is the chosen Charity of Salford City Football Club.

The Club has a growing fan base and heightened profile, supported by local people as well as those from further afield. Some people from the local community face significant challenges on a daily basis and the Class of '92 wanted to help and support people to overcome some of those challenges, starting in Salford and then Greater Manchester.

Foundation 92 has identified a number of priority areas, based on its Founders' passion, together with evidence of need and consultation in the community.

These are; mental and physical wellbeing, engaging people with a disability, supporting people who are homeless, and engaging young people who are at risk or, or have committed offences.

HERE'S WHY...

30.7% of females in Salford are inactive, compared to England at **23.6%**

Self-reported low life satisfaction is **6.7%** compared to **4.2%** nationally and there is a **higher** rate of suicide.

You are **4 times** as likely to be homeless within Salford compared to national figures, especially amongst **16 – 24** year olds. Greater Manchester has an ambition to eradicate homelessness by **2021**

Over **20%** of people in the **6** wards surrounding Salford City FC have a long-term disability or health condition. This equates to **20,674** people who are almost twice as likely to be inactive (less than **30** minutes of exercise a week)

7.8% of young people not in education, employment or training (NEETS) almost double the national average of **4.2%**.

The Foundation works with Salford City Football Club and other organisations in the area, to deliver impactful programmes to help change lives through sport, benefiting individuals, communities and the local economy.



JOB DESCRIPTION

Job Title:	Employability Mentor
Reporting to:	Head of Employability & Education.
Number of roles available:	1
Key Relationships:	Head of Foundation, Foundation 92 stakeholders, partners and all other vital connections of Foundation 92.
Hours of work:	40 Hours per week - including weekends and evenings when required.
Location:	Salford.
Salary:	£20,000 per annum, plus expenses.
Start date:	04/01/2021



JOB DESCRIPTION

Foundation 92 is the official charitable partner of Salford City FC and The Class of 92.

Working throughout the Salford community, Foundation 92 is proud to deliver a wide and diverse range of high quality, high impact, sustainable health improvement and physical education provision, across a range of sectors including; primary schools, early years settings, local public spaces and leisure centres.

Due to Foundation 92's increased delivery and engagement plans, an exciting opportunity has arisen for a motivated and committed Employability Mentor to join Foundation 92's ever-expanding Employability and Education team.

The post holder will be responsible for the delivery of Foundation 92's highly impactful and successful Employability provisions.

This programme will support young people over a 12 month period, providing them with bespoke mentoring, advice, guidance and support which helps lead young people into ongoing employment, education and training alongside a holistic approach to enable support through soft skills such as communication, teamwork, leadership and confidence building.

The post holder will be required to have a minimum of three years mentoring and transitional support experience, specifically working with young people in the Salford community who face multiple complex barriers which prevent them from achieving their goals, such as those who have experienced crime, YOT orders, adverse living condition and social care work along with mainstream education students.

All post holders will be required to complete an Enhanced DBS clearance prior to the commencement of employment.



KEY RESPONSIBILITIES:

The main responsibilities of post holders are as follows;

- Design, deliver and develop a bespoke 10 week educational and personal development journey, which supports young people to realise and achieve their potential.
- Design and develop a sustainable employability programme that enables the community of Salford to thrive and achieve goals.
- Provide highly vulnerable young people, who face significant adversity and disadvantage within their lives, with bespoke and personalised mentoring which helps reduce inequalities within young peoples' lives, helping them lead sustainable and progressive lifestyles.
- Work collaboratively with a range of external partners such as; Salford Youth Service, Job Centre Plus, housing associations and local businesses, in order to further develop and implement a robust internal and external referral pathway for young people who engage.
- Provide young people, where required, with one-to-one mentoring, advice and guidance which helps them identify their potential, creating a clear and sustained pathway where young people can, and are, able to achieve their potential.
- Support young people to participate in a range of initial and ongoing diagnostic assessment tools, which helps both the post holder and service users to identify and achieve their potential both within this programme and within the community as a whole.
- Provide a range of innovative and holistic mentoring and lifestyle change support provision, which supports people on a one-to-one and small group-based basis, ensuring service users' needs are met at all times, in a bespoke, person-centred manner.
- Support the ongoing transition of people into tangible and progressive forward destinations, following successful completion of this programme. This ongoing support will include engagement within this programme and within exit route settings, such as local employers, education settings and training providers.
- Ensure the ongoing development and implementation of positive working relationships with existing Foundation 92 referral partners, alongside the ongoing development of new and positive working relationships with businesses and education partners, ensuring that people are provided with diverse and enriching outcomes at all times.
- Successfully manage the recording of all outcomes against programme set Key Performance Indicators, including the successful completion of all programme reporting in line with funder requirements



PERSON SPECIFICATION

This post requires a committed and talented individual to enable the Charity to reach out to as many individuals in the Salford and Greater Manchester communities as possible, and inspire them to achieve their potential.

Personal Attributes	Excellent interpersonal skills.
	Excellent communication skills.
	Excellent eye for detail.
	Experience in successfully managing stakeholder relationships.
	Experience in successfully developing and delivering bespoke mentoring provision.
	A willingness to learn and develop new skills in relation to monitoring and evaluation.
	Experience in engaging with often hard to reach target audiences in the community, developing and delivering needs-based provision, achieving high engagement rates at all times.
	A minimum of one National Governing Body Level 2 Coaching qualification.
Will be...	Self-motivated.
	Hard working.
	Enthusiastic.
	Team player.
Expected to...	Act with honesty and integrity at all times.
	Demonstrate high standards of personal conduct.
	Value and respect colleagues and other members of staff.
	Work with others to develop and improve our services.
	Take personal responsibility for their words and actions, and the quality of service they deliver.



Confidentiality

Any information relating to people contacted by the Charity acquired in the course of duty must be treated in strictest confidence and must be discussed only within the confines of the work setting with the appropriate members of staff. Any information relating to staff acquired in the course of duty must be treated in the strictest confidence and must be discussed only with senior staff members.

Disclosure

Because of the nature of the work for which you are applying, this post is exempt from the provisions of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Applicants are not entitled, therefore, to withhold information about convictions which for other purposes are 'spent' under the provisions of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Charity. Any information given will be completely confidential. Salford City Football Club is registered with the Disclosure and Barring Service for the purposes of obtaining Disclosures and is committed to the Disclosure Code of Practice. The Club will work with the Foundation to support this process until such time that it is registered. The Charity has a Policy on the recruitment of ex-offenders and on the secure storage of Disclosures in line with the requirements of the Code of Practice (all available on request). Further information can be obtained from: <http://www.disclosure.gov.uk/>

If you are successful in your application, you will be required to obtain a Disclosure at the level decided upon by the Board of the Foundation.



THANK YOU



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