



NHP

Living connected and fulfilling lives

THE NATIONAL HOUSE PROJECT APPLICATION PACK

BACKGROUND

The National House Project (NHP) is a Charitable Incorporated Organisation (CIO 1179743) registered August 2018.



NHP provides the knowledge, resources and support to establish and maintain Local House Projects (LHPs) and believes that joining a LHP should be an option for all young people leaving care.

NHP takes a ground-breaking approach through its commitment to young people leaving care to take ownership and to live connected and fulfilling lives. The work began by asking young people 'what makes a house a home' and was co-designed with young people from the start. With a psychologically informed practice framework

the approach is relational through which young people in and leaving care work together with staff to create their first home and build a long-term community of support.

To maximise the ownership of young people and ensure that their collective voice is heard, amplified and acted on we established Care Leavers National Movement (CLNM). It has representation from all LHPs at a regional level with these meetings feeding into the more strategic function of CLNM.

The first Local House Project in Stoke-on-Trent was led by Mark Warr and Sue Hammersley who continue to lead on the on-going national project development. The Stoke-on-Trent project was set up in 2015 followed by the implementation of a further five Local House Projects in 2017. With an ambition to expand nationally, NHP was then set up as a charitable body, with the aim of rolling out the programme across England and Scotland. We now support 22 local authorities and have a plan to scale by five new projects per year.



The work of NHP has been independently evaluated by [York University](#), [Cambridge University](#), [Scottish Throughcare and Aftercare Forum](#), [Warwick Business School](#) and Peer Evaluated by young people in CLNM in [2021](#) and [2023](#).

Job Description

Job Title:	Young People's Participation and Development Worker
Organisation:	The National House Project (NHP)
Section:	The Care Leavers National Movement (CLNM)
Responsible to:	Director of the National House Project
Hours/contract:	37.5 hours per week, full time
Length of Contract:	Permanent
Salary:	£42,000
Location:	Crewe – with hybrid working

Introduction

NHP supports Local House Projects (LHP) to take a ground-breaking approach through their commitment to young people's ownership to enable young to leave care in a planned and supported way. The House Project approach was co-designed with young people from the start and works on cooperative principles through which adults and young people in and leaving care work together to identify and prepare properties that become their homes and build a long-term community of support.

Job Purpose and Outline

This role requires an individual with strong communication skills and experience in working with young people to ensure that the Charity continues to operate with the voice of young people at the heart of all decision-making processes.

The successful candidate will:

- Support and facilitate a regional substructure of The Care Leavers National Movement (CLNM) that feeds into CLNM.
- Support and co-facilitate CLNM and ensure authentic involvement of young people across all aspects of the charity.
- Deliver on the CLNM mission to 'engage young people in the House Projects through a national movement which will capture and share stories of success, highlight system challenges and test new ways of working that can benefit young people leaving care'.
- Provide direct input to care leavers and young people in CLNM regional arrangements and across the LHPs. Ensure that they have the maximum possible ownership of the project, maintain their membership and achieve good outcomes.
- Work with project staff to enable them to truly involve young people in making decisions about their projects and their own lives.
- Develop relationships and work with partner organisations to strengthen and grow the work of CLNM, ensuring that young people are involved at all stages.

The post holder will have to work tenaciously, flexibly and in an entirely solution focused and empowering way. You will work alongside Practice Leads and other Participation and Development workers to ensure that the voice of young people is heard and acted upon, enabling young people to be present in all we do.

The successful candidate will be self-driven, energetic and proactive with a commitment to delivering a high-quality service. You will bring a range of experiences including a proven track record of being able to work directly with young people and empowering them to bring about change; of working within organisational structures and understanding how these

structures work and being able to make strong, positive relationships with individuals and partnerships that can add value to your work with young people.

You will be based at the NHP office in Crewe for a minimum of 2 days per week, but you will be expected to travel to LHPs and attend meetings across the country on a regular basis.

Key Duties / Responsibilities

Take ownership of the development of the CLNM and regional arrangements

- Develop CLNM and regional arrangements so that all LHPs are represented, that young people are supported to attend and participate, and that the Movement delivers against its vision and mission statements.
- Prepare a schedule and flow of work for CLNM as agreed by the Members and the charity
- Ensure a method of working whereby CLNM develops relationships with LHPs so that all young people are engaged in and contribute to the development of a wider 'movement'.
- Ensure that there are agreed ways of working with all young people and that all documents are easily understood and readily accessible on the CLNM website.
- Ensure that the CLNM website is up to date, young person centred and is used by the Movement.
- Support a peer review process so that young people can offer a direct challenge and support system to LHPs.
- Support CLNM so that it becomes an expert young person's reference group to support the development of best practice for both House Project activity, and wider leaving care services.
- Develop best practice position statements to inform practice and policy change, deciding which arena these statements should be presented to.
- Ensure the publication of a bi-monthly newsletter that is accessible to all young people across the LHPs.
- Develop with CLNM an annual young person's event, which is led by young people for young people.
- Develop relationships and work with partner organisations

Develop young people's ability to represent CLNM at the National House Project Board of Trustee meetings

- Support, prepare and mentor CLNM members to attend the Board of Trustees meetings as expert advisors.
- Develop with CLNM a report that is jointly written, owned by the young people and presented at Board of Trustee meetings.
- Support CLNM to agree the information that they want to share with, or escalate to, the Board of Trustees.

Work with LHPs

- Build strong relationships with current and potential Local Authorities to ensure that ongoing support is appropriately recognised and provided.
- Attend and participate in Community of Practice meetings to both share the work of CLNM, advocate on their behalf and take feedback and learning from these meetings back to CLNM.
- Advise, guide and support Local Authorities on how they engage young people.

Work with the NHP

- Develop and maintain an in-depth knowledge of NHP work, in order to present current and prospective partners with an appropriate, articulate and compelling case for support – both in writing and in person.
- Whilst needing to be self-motivated, you will also need to work as part of the NHP, contribute to the development of the charity, attend supervision / annual appraisals.
- As the number of House Projects increase, continue to redefine and develop regional arrangements to feed into CLNM.
- Prepare and support young people to present at external meetings and conferences.

This job description is not meant to be exhaustive and will be reviewed with the post holder on a regular basis.

Person Specification

Key Competencies

Skills	Essential (E) Desirable (D)
Have care experience.	D
Professional/academic qualification in a related field e.g. Youth Work; Social Work; Education, Health	E
Understanding of child development, the impact of trauma and experience of working with vulnerable young people.	E
Ability to form positive relationships with young people that facilitate personal development.	E
Previous successful experience of working with young people, who have faced difficult circumstances, some of whose behaviour may be challenging or chaotic, and supporting them to build confidence and achieve good outcomes.	E
A value base that is 'risk aware' and not 'risk averse' and a belief that young people, with the right support, can find the solutions to the challenges they face.	E
Good problem solving and analytical skills with the ability to interpret complex information and plan accordingly.	E
Self-motivating and proactive with a proven ability to use own initiative when making decisions and planning.	E
Ability to deal with a constantly evolving role.	E
The ability to demonstrate support for innovation with experience of implementing organisational change and helping others to successfully manage change.	D
Ability and motivation to involve young people in decision making at every level.	E
Absolute personal commitment to the aims of the House Project, willingness to be accountable for outcomes for young people and a 'can do' approach necessary to achieve them.	E
Proven ability to pro-actively promote and raise awareness of services.	D

Strong communication skills with the ability to express oneself clearly in conversations and interactions with others and in writing.	E
The ability to develop, maintain, and strengthen partnerships with others inside or outside the project and to gain others' support for ideas, proposals and solutions.	E
The ability to provide motivational support to staff and young people.	E
The ability to demonstrate interest, skill, and success in getting groups to learn to work together.	E
The ability to delegate responsibility and to work with others and coach them to develop their capabilities.	E
Commitment, patience, flexibility, the ability to remain calm and objective when under pressure, an ability to cope with traumatic situations and have a positive 'can do' attitude.	E
Satisfactory check through the Disclosure and Barring Service.	E

**THE NATIONAL HOUSE PROJECT IS COMMITTED
 TO SAFEGUARDING CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS**
 All successful candidates will be subject to a DBS Check along with other relevant
 employment checks