

Trustee Pack



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Welcome from the Chair

Dear Candidate



Thank you for your interest in Electric Storm Youth. We are excited about bringing new Trustees on board to build on the magnificent work the charity is doing and help us to achieve more.

Electric Storm Youth has a proud history of working to ensure that young people in Lancing and Sompting have every opportunity to succeed. We are committed to achieving this by empowering young people in our local community to transform their lives for the better, supported by our youth work services.

Over the past few years, we have grown significantly in reputation, scope, and influence within Lancing and Sompting and the wider Adur district. We have firm foundations in place, and are financially stable with a strong, motivated, and caring team of staff and volunteers.

Some problems in young people have remained constant such as low self-esteem, low expectations of life, and the consequences of low income and few educational qualifications, but there are new needs emerging.

Mental health issues have increased considerably in young people, and it is felt that we have not seen the peak of the problem yet; other agencies dealing with young people anticipate that this will occur in the next year or so. Already we have seen increasing levels of anxiety, social phobia, and impaired emotional development. There is also a lot of consequential anxiety in young people transitioning from primary to secondary

school.

Youth violence and county lines dealing have also increased, this is particularly marked in rural areas, and we work as part of county wide programs to tackle these issues.

More recently, the cost-of-living crisis has had a huge effect locally with young people experiencing issues like hunger and the emotional knock-on effects of living in households suffering financial pressures.

Over the coming years, we are focused on building on our success and extending our impact. Our ambition is to significantly increase the number of young people we support, broadening our reach into new communities while maintaining the high levels of satisfaction we are proud of.

To achieve this, we plan to grow our staff team, bringing in specialists in key areas and strengthening our delivery capacity. Alongside this, we will develop new services, including digital engagement, and ensure the voices of young people, parents and carers shape our work through advisory panels and representation at board level.

Sustainability and growth will be underpinned by securing multi-year funding, diversifying income through corporate partnerships, legacy giving and commissioned services, and strengthening our retail offer, including improvements to our shop and maximising Gift Aid opportunities.

Together, these steps will enable us to widen our geographic reach, deepen our engagement through events and services, and put in place the systems and partnerships needed to ensure long-term impact for the communities we serve.

As a Trustee of Electric Storm Youth, you could bring your life experience and professional expertise to help us through transformational growth and achieve our bold ambitions to deliver high quality youth services to young people living in our local community.

You will be critical to ensuring the charity is well governed and able to achieve its charitable objectives. You will be joining a group of Trustees who bring a mix of skills and experience to the table.

This is a fantastic opportunity to add your skills to support, strengthen and grow our amazing charity. This is an exciting time to join Electric Storm Youth and help us make a real difference to the lives of young people. We look forward to meeting you. You will be part of a community that genuinely cares about young people and is committed to empowering them and ensuring their diverse voices are heard.

Yours sincerely

Marion Peskett, Chair

Mission & Values

Electric Storm Youth is a youth work charity based in Lancing. We are a non-profit organisation dedicated to helping and supporting young people aged 11-18 in Lancing, Sompting and Adur by working to improve their personal and social development, teaching them new skills, and improving the quality of their lives.

Our mission statement is "Supporting young people now, laying foundations for the future" and we are passionate believers that by supporting young people both emotionally and with practical life skills, we can help them build firm foundations for their lives as adults.

Our work is based on a set of core values:

Truly Inclusive

We celebrate diversity and the uniqueness and worth of each individual. We see each person as equal and include them whatever their race, gender, religion, sexuality, or social or economic status. Everyone has a voice.

We Encourage Hope

Hope reminds us that we are on a journey and that the future can be better than today. We believe that positive change is possible, that everyone deserves the opportunity to realise their potential and have a second chance.

We Embrace Peace

We would like our people to live in harmony with themselves and with others - physically, emotionally and spiritually. We ask that individuals treat others as they wish to be treated, seeking reconciliation when relationships are damaged and bringing restitution when necessary.

Live with Respect

Everyone and everything is deserving of respect. We live responsibly, allowing people their freedoms and opinions, participate in society and create a space in which young people can explore their identity, different sub-cultures or beliefs.

Electric Storm Youth is open to all young people, and we embrace the diversity of backgrounds and experiences they bring. Our organisation exists to help and support young people, enhance their personal and social development, provide opportunities to learn new skills, and ultimately improve the quality of their lives.

Activities

We are funded by the National Lottery and currently working on diversifying funding through other income streams to enable us to support young people through a range of work comprising of:

Youth Sessions:

Youth Club sessions.
After-school drop in emotional health and social drop-in sessions.
Thursday Evening Youth Forum sessions for a smaller group of young people who are responsible for helping us plan our youth work to ensure it is relevant to young people.
Holiday activity programs
LGBT+ and Allies Social Group

School-based services:

Young carers student support at Sir Robert Woodard Academy (SRWA) Social and Emotional Health Support group work
LGBT+ and Allies Lunch Group

Street-based services:

Street based youth work on the streets of Lancing, Sompting and Shoreham including participation in council led schemes to reduce youth violence and antisocial behaviour.
Skate Jam events at the local skatepark

Mental Health Support:

An Electric Storm Youth counsellor supporting young people.
Emotional support drop-in sessions.

Skills and Training:

Programme of work experience through our charity shop.
Electric Storm Youth life-skills activities.

Community Work:

Our work has included a variety of activities ranging from:
Space at the Table- a joint community project feeding young people and their families during holidays when free school meals are not available.
Community Garden at Lancing Fabric.
Work on a community mural at Brooklands.
Work with the local dementia group designing a garden.
Community presence through our charity shop.

The Trustee Role

Being a Trustee of Electric Storm Youth is an exciting and fulfilling role. Our current Board of Trustees benefit from individuals from a range of backgrounds, experiences, and skill sets. Their role is to ensure that Electric Storm Youth fulfils its duty to its beneficiaries (young people aged 11-18 across Lancing, Sompting and Adur) and delivers on our vision, impact goals and values.

We particularly welcome applications from a diverse range of ages and backgrounds to reflect the diverse nature of our beneficiaries. The young people we work with come from a broad range of backgrounds from those wanting to build new and different peer groups to those with additional needs, often with additional needs, disadvantaged social economic backgrounds, or those experiencing complex issues.

The Board of Trustees are jointly responsible for the overall governance and strategic direction of the charity, its financial health, the probity of its activities and developing the organisation's aims, objectives, and goals in accordance with the governing document, legal and regulatory guidelines.

All Trustees should also be aware of, and understand their individual and collective responsibilities, and the Board should not be overly reliant on individual Trustees in any particular aspect of the governance of the charity.

Trustee Responsibilities

The Charity Commission identifies the following six Trustee Responsibilities:

1. Ensure a charity is carrying out its purposes for public benefit.
2. Comply with the charity's governing document and the law.
3. Act in the charity's best interests.
4. Manage the charity's resources responsibly.
5. Act with reasonable care and skill.
6. Ensure the charity is accountable.

Your commitment

- To help determine the overall direction and development of Electric Storm Youth, ensuring that the organisation develops effectively and meets its objectives and purposes in accordance with our Memorandum and Articles of Association.
- To ensure that the organisation complies with legal obligations under charity law, and company law, seeking professional advice as required.
- To ensure the financial viability of the organisation, through ensuring funding is sourced and managed to best effect.
- To provide accountability to funders, through ensuring accurate accounts are kept as required by law and good practice.
- To assess the risks to which the organisation is exposed and to take steps to mitigate that risk, including regular review to meet legal requirements and ensuring that appropriate insurances are put in place.
- To ensure generally that all legal obligations are met, and that any legally binding undertakings are entered into diligently.
- To engage support staff, within the framework of employment legislation and to ensure the effective recruitment, support and management of staff takes place.
- To ensure that property and other resources owned or leased by the organisation are properly maintained and managed, and in accordance with any relevant legal requirements, such as Health & Safety.
- Continually strive for best practice in all aspects of governance, effective administration, use of resources and the wider work of Electric Storm Youth.
- To promote and develop Electric Storm Youth, maintaining effective working practices as a Board of Trustees, and between Board and staff.
- Commit to investing the time to learn about Electric Storm Youth and what it is trying to do.

In addition, you should be willing to:

Be a strong advocate of the work of the Charity and to promote what we do.
Attending monthly Trustee meetings, with an expectation of attending a minimum of five per annum, which are held within Lancing.

Personal Qualities

Desirable experience

Evidence of resilience/success in one's personal/professional life. A strong and robust reputation that would raise no doubts in the minds of Electric Storm Youth stakeholders, funders, or users.

Well-developed local networks.

A sound and well-developed appreciation of governance, and an ability to judge how to effectively manage the boundaries between non-executive and executive roles.

An understanding and respect for how a Board sets the right 'tone' for an organisation, through appropriate leadership, maturity, style of contribution and personal behaviour.

Strategically aware and with a good sense of organisational complexity and the challenges involved in transformational change.

The Chair strongly encourages full participation and expression of considered opinions at meetings in a constructive, collegiate, and respectful manner.

We are seeking to enhance the wide range of skills that our current Board of Trustees already holds. In particular (but not exclusively), we welcome applications from individuals with expertise or experience in:

- Youth development and support services
- Mental health and wellbeing (including counselling/therapeutic practice)
- LGBTQ+ inclusion and advocacy
- Safeguarding and child protection
- Education (particularly secondary, years 7–13, and post-16 pathways)
- Career development and employability support for young people
- Previous experience as a recipient of youth services (lived experience)
- Community engagement and partnership development
- Retail, social enterprise, or commercial sector experience
- Fundraising, income diversification, and corporate partnerships
- Digital transformation, communications, and social media engagement
- Governance, legal, HR, and organisational transformation
- Finance, investment, and long-term sustainability planning

Personal qualities

- We are looking for trustees who are genuinely committed to the vision and purpose of Electric Storm Youth and who understand the challenges facing the young people we support. Ideal trustees will be:
- Confident, engaging, and proactive in contributing to discussions and decisions.
- Motivated to work collaboratively with fellow trustees, staff, and external stakeholders.
- Eager to actively support and champion the organisation, bringing energy, initiative, and a hands-on approach to their role.
- We welcome individuals who are enthusiastic about making a meaningful impact and helping the charity achieve its goals.

How to apply

If you would like an informal chat to find out more about us and the role of a trustee, please email **office@electricstormyouth.co.uk**

To formally apply to become a Trustee of Electric Storm Youth; please forward a comprehensive up-to-date CV together with a supporting statement, explaining how you believe your skills and experience match the requirements of the role, your personal qualities and the desired areas of expertise highlighted.

You should also give the names, positions, and email addresses of two referees. (References will only be taken once your express permission has been granted.)

You are also invited to complete the diversity monitoring form (these can be obtained on request from office@electricstormyouth.co.uk). The information on the form will be treated as confidential and only used for statistical purposes. The form will not be treated as part of the application.

Please submit your CV and supporting statement to

office@electricstormyouth.co.uk We look forward to hearing from you.