



After18 Candidate Information Pack

Hello

Thank you for your interest in working at After18. We are a small charity with a big impact. As the only service in Leicester working solely with young adult asylum seekers, we are well-regarded within the region and sector for the quality of services we provide and the expertise we have built up over our ten years in operation.

Our services are led by the needs of the young people, which are in a constant state of change as geo-political situations around the world force them to move in order to seek safety. That means we need to be flexible and responsive, adapting our programme and ways of working to ensure we are always meeting the needs of our service users.

Our team of staff are highly professional and committed to our young people, ensuring that our services are of a consistently elevated standard. We also work with a dedicated group of experienced volunteers and long-standing, well-respected partners to run our activities.

After18's operations and programmes are overseen by a Board of Trustees who bring a wealth of experience and insight to the organisation, having worked across the charity sector in a range of roles and specialities between them.

We're looking for someone equally committed, professional and hard-working to join our fantastic team, someone who believes in the work that we do, shares our values and wants the best outcomes for the young people we support.

"It's a great organisation. It's been extremely helpful in my life regarding education and making me feel confident socially."

After18 service user, 2023

Our vision, mission and objectives

Our **vision** is for a world where all young people are able to access services and support regardless of their age or immigration background.

Our **mission** is to support young people from an asylum seeking background to rebuild their lives and achieve social, economic and emotional wellbeing. This is achieved through being a consistent and reliable source of information and support throughout the transition to adulthood.

Our **objectives** are:

- To act as a resource for unaccompanied young people, mainly up to the age of 25, by providing information, support, assistance and activities as a means of developing their knowledge, skills, capacities and capabilities to enable them to participate in society.
- To advance the education of the public in general and raise awareness of the issues relating to young people in transition to adulthood including young asylum seekers, refugees and migrants.

Our values

Every aspect of our work is guided by our values which we demonstrate through certain behaviours. Everyone delivering services or involved in operations at After18 - our staff, volunteers, trustees and partners - shares our values and is committed to embodying them in their work.

Values	Behaviours <i>We demonstrate this through:</i>
Integrity	Transparency, Honesty, Fairness
Quality	Professionalism, Always learning, Diligence, Best Practice
Commitment	Consistency, Reliability, Durability, Needs-led
Compassion	Nurturing, Inclusion, Welcoming

Our work

After18 is a registered charity providing services in Leicester for unaccompanied children and young refugees. We are called After18 because we recognise that a young person's vulnerability and need for support does not end with childhood on their 18th birthday. We fill a gap in support by offering a consistent point of contact for young refugees who have arrived in the UK without a family or community network, helping them to transition from childhood to adulthood and thrive as young adults.

Our team of staff and volunteers works with over 200 young refugees each year, providing educational and social support through a range of activities including:

- Homework support/English classes
- Education orientation for new arrivals
- Young women's support group
- Football
- Art and photography club
- Individual casework support to adjust to life in the UK

Safeguarding

The nature of our work with children and young people means that we take our duty of care to safeguard, protect and promote their welfare extremely seriously. We're committed to ensuring safeguarding practice reflects our statutory responsibilities, government guidance and complies with best practice and Department for Education requirements.

We have a robust safeguarding policy which we review regularly. The purpose of the policy is to:

- protect children and young people who receive After18's services from harm.
- provide staff and volunteers with the overarching principles that guide our approach to child protection.

This policy applies to anyone working on behalf of After18, including staff, the Board of Trustees, and volunteers, as well as in our work with partner organisations, who all have a responsibility to protect children from abuse. Our safeguarding policy can be found [here](#).

As part of our safeguarding procedures and adherence to safer recruitment practices, all staff and volunteers are required to undertake an enhanced criminal record check before joining us.

Thank you

We appreciate your interest in the work that we do and we're looking forward to learning more about you during the application process.

If there is anything we can do to help you apply and participate in the recruitment process - please ask and we'll do what we can to accommodate.