# Da’aro Youth Project Trustee Recruitment Pack

# Welcome from our Chair of Trustees

Thank you so much for considering joining Da’aro Youth Project as a Trustee. Our Board members share their experience, skills and expertise to ensure that the unique work of Da’aro continues to have the highest impact possible so that young people arriving in the UK from the Horn of Africa have access to the support and services they require to have safe and fulfilling lives here in the UK.

We are currently looking for Trustees with experience within the fields of safeguarding, financial governance and media and communications. Candidates for these roles should have a passion and commitment to supporting the needs of refugee and asylum-seeking young people as well as the drive and experience to further support the Board on their mission to make Da’aro an inclusive and equitable organisation for all. Experience within the voluntary sector at either management or executive level is very much welcomed. Trustees make an important contribution to the effective running of the charity: helping to develop strategy, providing effective oversight of the strategy, and scrutinising performance. In carrying out this role, it is important that Trustees promote the highest standards of corporate governance, and they should have the skills to offer constructive challenge and support to the executive team.

The broad and expected legal duties and responsibilities of a trustee of a charity organisation in the UK are set out in the website of the National Council for Voluntary Organisations -NCVO <https://www.ncvo.org.uk/help-and-guidance/governance/responsibilities-for-boards/the-legal-duties-of-trustees/#/>

In keeping with our Constitution, which states that the majority of trustee board members must come from the Eritrean community or communities linked to the Horn of Africa, we would particularly welcome applications from within these communities. If you have any questions or would like to speak about the roles please feel free to contact in the first instance, Dr Yohannes Bahru, chair of the trustee board and Elaine Chase, Secretary ([yohannes.bahru@nhs.net](mailto:yohannes.bahru@nhs.net) [e.chase@ucl.ac.uk](mailto:e.chase@ucl.ac.uk) ).

# **Introduction to Da’aro**

Da'aro Youth Project was established in 2018 by members of the Eritrean community in London in response to the deaths of a number of teenage Eritreans by suicide. We work to support young people arriving in the UK alone from the Horn of Africa (Eritrea, Ethiopia, Sudan and Somalia).

Eritreans and Ethiopians (taken together) were the largest nationality group of unaccompanied minors to arrive in the UK in 2017, 2018 and 2019. Sudanese minors were the largest nationality group to arrive in the UK in 2020. Asylum-seeking children and young adults from the Horn of Africa arrive here after traumatic journeys through the Sahara Desert, Libya, the Mediterranean Sea and after crossing borders in Europe, such as in Calais. Once here, young people often struggle to adapt to new lives separated from their families, and find that navigating the complex asylum system can be stressful and traumatic. They face social isolation, discrimination and sometimes even hostility.

We aim to promote the wellbeing of young people who have migrated to and are living in the UK, through direct support, through building bridges in the Eritrean community and through advocating for changes to unfair and discriminatory systems which undermine their wellbeing. We believe that building sustainable relationships of trust and support within the Eritrean community is the best way to empower young people and enable them to overcome their marginalisation within society.

​

## **WHAT WE DO**

Da’aro currently works with the Eritrean community in London and the work covers three main areas: a weekly youth club; casework support; and campaigning and advocacy work.

[Injera Club](https://www.daaroyouth.org.uk/injera-club) – our weekly youth club in Streatham is a fun and lively space where young Eritrean, Ethiopian, Somali and Sudanese children and young people can relax, play games, socialise and eat homely food. From this space, we work with young people to identify if they have support needs and respond to these accordingly. Integral to all this work is the focus on advocacy and enabling young people to advocate for themselves to make changes.

Youth activities and opportunities **–** ​a youth activities coordinator organises recreational, sport and educational trips for young people and helps connect them with the wider community.

[Casework and advocacy support](https://www.daaroyouth.org.uk/casework-support) – is for those young people who are in crisis or dealing with a significant problem and want assistance. Through trauma-informed, intensive casework we identify the needs of young people, advocate for their interests within the care and asylum system, and connect young people with the services, opportunities and support they need to reach their goals.

​

Campaigning - we also advocate on behalf of the whole community by [campaigning](https://www.daaroyouth.org.uk/policy-and-campaigning) on issues that affect them. We are particularly focused on issues that impact the mental health and wellbeing of unaccompanied young people.

For the year ending 31st March 2023, Da’aro reached 550 young people and served 2,600 hot meals. Staff supported 120 young people through case worker over that period (of which 66 situations were fully resolved while staff continue to work hard to resolve the remainder of ongoing challenges). Every week between 45-55 young people attend Da’aro youth project, many of whom go on to receive additional support provided by our casework team.

# **Call for New Trustees**

We are currently looking to appoint up to three new trustees to the board. We are looking for applicants with skills, knowledge and expertise in the following areas (bullet points provided are indicative of the role but not exclusive):

* **Safeguarding** 
  + Help the organisation to understand and manage risks in relation to safeguarding.
  + Support the regular review and updating of Da’aro Youth Project safeguarding policies.
  + Ensure adequate safeguarding training for all staff and volunteers of the organisation.
  + Provide a focal point within the trustee board providing support to staff as required regarding safeguarding issues.
* **Financial governance** 
  + Help to ensure that any funding received by Da’aro is safe, properly used and accounted for.
  + Support Project Lead with management of accounts and budget
  + Advise on fundraising and support fundraising activities.
  + Oversea annual independent examination of charity accounts.
* **Media and communication (including social media)** 
  + Support the development of a media strategy with staff, trustees, and volunteers.
  + Help guide the design and updating of Da’aro project website.
  + Provide guidance on the appropriate and effective use of social media for promoting the work of Da’aro and advocacy work.
  + Support Da’aro’s Campaigning work.

# **Terms of Appointment**

All appointed trustees will be expected to attend trustee board meeting which take place 5- 6 times a year for a period of about 2 hours, plus an Annual General Meeting. These meetings alternate between being online and face-to-face. In addition, we expect each trustee to participate in a relevant subcommittee which meets on average 4 times per year (for a period of one and half hours). Outside of these meetings we rely on trustees to be available as required to offer advice and guidance to the board and project staff (liaising directly with the Project Leader and other senior staff). Trustee appointments are for a three-year period which is renewable for a further three years.

In collaboration with different organisations such as the NCVO and some of our donors, we can provide regular supportive training and advice for anyone who is keen to join us.

# **How and When to Apply**

Please submit an expression of interest by email, explaining your reasons for applying to be a trustee at Da’aro. You are welcome to submit a two-minute video if you prefer. In addition, if you would like, please send a brief synopsis of your professional profile, or if easier your CV. Emails and videos should be sent to: Elaine Chase (Trustee Board Secretary) [e.chase@ucl.ac.uk](mailto:e.chase@ucl.ac.uk). The deadline for applications is **Friday 16 June 2023**. We will then invite shortlisted candidates for a remote interview soon after this date (at a date and time that is suitable to them). Please let us know of any access needs you may have and adjustments we can make. Applicants selected for interview will receive information in advance about the topics that will be discussed.