

Trustee Recruitment & Information Pack 2026

Be Part of a Board & Charity Shaping Safer & Positive Futures for Young People.



Contents

Introduction from Chair of the Board.....3

Trustee Roles We Are Recruiting For.....4

About Streets of Growth.....5

Our Values.....6

Appropriate Intervention Plus Model (AIM+) 7

Young Person Journey in AIM+.....8

Impact & Outcomes: 2024/2025.....9

Strategic Plans & Goals 2026-2030.....10

What Does Mean to be a Trustee.....11

Why Join the Trustee Board?.....12

Trustee Safeguarding Lead.....13

Introduction From Our Chair

Streets of Growth is an award-winning, Value-led, outcome-driven charity, with a passionate, dedicated team working to reduce harm and positively transform the lives of the most vulnerable and at-risk young people in East London



Dear Prospective Trustee,

Thank you for taking the time to learn more about Streets of Growth.

Streets of Growth is a youth-focused charity rooted in the communities of the London Borough of Tower Hamlets. Founded in 2001, we work with some of the most marginalised and vulnerable young people aged 15–21 who are experiencing, or are at risk of, trauma, exploitation, grooming, abuse, violence and harm outside the home.

We exist to prove that young people are not defined by their circumstances. Through long-term, relationship-based harm reduction and employability pathways, we support young people to move out of harm, build positive mindsets and secure sustainable futures.

In 2023, Streets of Growth became part of the highly selective [Impetus](#) portfolio, strengthening our outcomes framework and accelerating our ambition to become a benchmark-beating charity delivering measurable, lasting change.

We are now in a pivotal stage of our growth and over the next two years we will implement, refine, and evaluate the model, with a 2030 strategy to expand the reach and scope of Streets of Growth.

To take us forward, we are seeking new trustees to strengthen and support our senior team, bringing strategic insight, constructive challenge, and strong governance as we continue to innovate and deepen our impact.

As a trustee, you will join a progressive Board alongside a dynamic, dedicated senior and front-line team, all committed to building a safer, fairer society in which young people are not left behind by the changes happening around them.

Thank you again for considering Streets of Growth. I hope this pack gives you a clear sense of both the strength of our mission and the hope our work creates. If you share our ambition for young people, we would be delighted to hear from you.

Best Wishes,

A handwritten signature in black ink that reads "Rakesh Sund".

Rakesh Sund
Chair

Trustee Roles We Are Recruiting For

We are currently seeking trustees across a range of specialisms and welcome applications for any of the specific roles below or as a general trustee

PRIORITY ROLE TO ONBOARD

Safeguarding Trustee

Providing strategic oversight of safeguarding, championing youth voice, and ensuring compliance with safeguarding legislation and best practice.

HR & People Strategy Trustee

Providing oversight of people strategy, HR governance, performance management and organisational culture.

Trustee Company Secretary Role

Ensure Streets of Growth complies with all legislative and internal governance requirements, inclusive of Board meeting record keeping. Work closely with the Chair to schedule and set the agenda for every Board Meeting.

Legal Trustee

Providing specialist legal insight to the Board, and SLT of Streets of Growth. This role is **strategic and advisory**, not operational, and works closely with the Chair, Treasurer and CEO

Sector Experience Lead Trustee

Seeking a Trustee with expertise supporting/working with at risk young people, bringing insight on exploitation, youth violence and contextual safeguarding to guide strategy and ensure young people's experiences shape our work.

General Trustee

Alongside these specialist roles, we welcome interest from people with diverse skills, insight and experience who are motivated by our mission and would like to contribute as a General Trustee. We are interested in receiving applications from Individuals who are from or have a good understanding of Tower Hamlets and/or East London.

Additional / Emerging Roles

We are also interested in trustees with experience in:

- Marketing, communications and relationships
- Charity Sector leadership and frontline youth expertise
- Data/Digital

About Streets of Growth

We work with at risk and vulnerable young people aged 15-21 years who have experienced and/or are experiencing trauma, exploitation, grooming, abuse, violence and harm outside of the home. We are committed to ensuring that all the young people we serve can move out of harm and build positive mindsets and futures on a personal, social, educational and career level.



Our Mission

Streets of Growth's mission is to break the cycle of urban violence, harm, poverty, and socioeconomic inequality experienced by the most marginalised underserved young populations living in our communities. We are part of an international movement working with innovative organisations and individuals to achieve a vision where in a global society where no young people live in poverty and are neither harmed or harmer of criminality and violence.



Our history

Founded in 2001, Streets of Growth originally started as a neighbourhood-based youth intervention organisation operating out of a neighbourhood shopping precinct shopfront. Over the last 25 years, it has grown into a borough-wide and internationally linked outcome-driven organisation where we have had the honour to engage and serve per year 250+ young people (that's 6000 to date) who each have successfully gone through our intervention programme and who lead healthy productive lives and livelihoods. Despite the challenges that come with this work to ensure success, we have a remarkable strong retention and success rate of enabling young people to develop the motivation, will, resilience, and lifelong skills to disrupt patterns and cycles of harm and progress into positive thriving socioeconomic lifestyles.

Our Values

Our five core values are at the heart of our organisation, fully embedded in how we think, act, and deliver. They guide every interaction with the young people we serve, our staff team, and our intentional partners, ensuring that our practice is consistently purposeful, ethical, and transformative..



Being Professional

Conducting ourselves with honesty, transparency, respect, competence and integrity, when holding each other to account for the skills and behaviours we coach and equip our young people with.

Belonging

Fostering a safe and inclusive practice and environment where all young people have access to and can engage opportunities and resources to achieve outcomes that ensure equality and sustained progression.

Collaborative

Building key strategic partnerships with communities and organisations, sharing knowledge, experience, resources, and being jointly responsible for achieving agreed aims and objectives.

Dynamic

Nurturing a flexible and innovative organisational culture that goes beyond our own comfort zones and is agile, adaptable and resilient, especially when responding to young people in harm.

Evidence-led

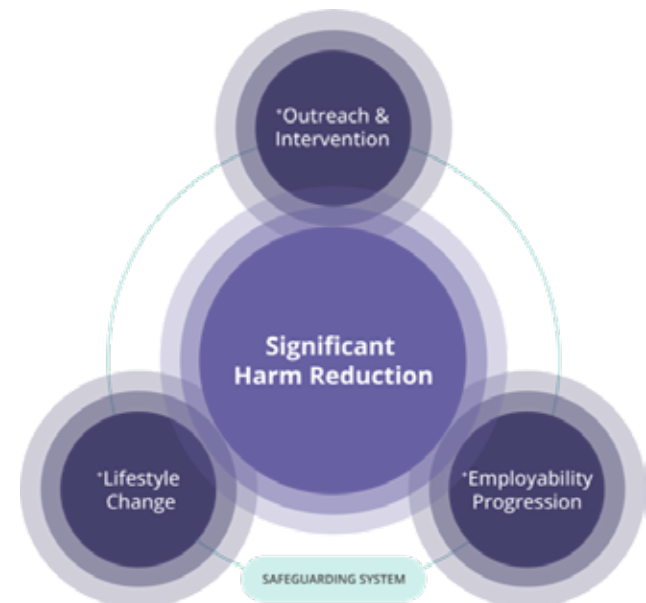
Being Evidence-Led ensures our practices achieve the desired changes and results. It informs what works and why, how we can improve, and informs best practices, policy, research and systems change.

Appropriate Intervention Plus Model (AIM+)

Our Appropriate Intervention Plus (AIM+) model is a proven, evidence-led approach focused on harm reduction, emotional regulation and employability. It combines:

- Targeted outreach and street-based engagement
- Persistent relationship-based coaching through change and relapse
- Life Skills Development through use of Cognitive Behavioural Skills
- Employability Progression through structured employment skills training, work experience and career mentoring

This long-term, phased model supports young people over a two-year journey and beyond, ensuring safety, stability and sustained progression.



Young Person's Journey in AIM+

Through our coaching relationship, specialised Intervention, Cognitive Behaviour Skills and Employability,, we strategically focus on



Creating Safety

- Trusted Coaching Relationship
- Consistent and relentless contact with Intervention Coach
- Building Safety Plan with Young Person
- Working with other key stakeholders: family, police, social services etc



Young People Skilled to Disrupt Cycles of Negative / Harmful Behaviours / Thinking

- Training in 7 Core CBS Skills :
- Be Present
- Move It
- Label Your Feelings
- Act on your Values
- Flex Your Thinking
- Stick With it
- Solve it



Planning for Incremental Change & Relapse in Young Person's Journey

A unique & core component of our work is resilience building but to support a YP to build this means being in moments when they relapse.



Employability Skills

Building critical skills through practical application to ensure each young person can secure and thrive in their employment/career pathway.

Impact and Outcomes : 2024/2025

Client Impact 2024/25

No of
Young People

197

Reduced
Harm

89%

Complete
Programme

77%

Into
EET

53%



Strategic Plans & Goals 2026 – 2030

Over the next 3 years, the Trustee Board, the CEO and Senior Leadership Team have an ambitious growth plan with 3 core goals

Strengthening Programme Delivery and Impact

Strengthen and standardise our harm-reduction and employability programming, and enhance our impact measurement and evidence base, to demonstrate how these interventions reduce harm, build resilience and improve employability outcomes.

Key Outcomes

- Robust data evidencing positive long-term change
- A robust and replicable model of delivery.
- Enhanced credibility and leverage for funding and policy influence.

Diversifying Income

Diversify and strengthen the charity's funding portfolio to achieve a 50% increase in annual income over 5 years, ensuring long-term sustainability and reduced reliance on short-term grants.

Key Outcomes

- Balanced portfolio of grants (40%), contracts (30%), and trading/social enterprise (30%).
- Financial resilience and reduced dependency on single funders.

Expand the Model

Expand the harm reduction and employability model

Key Outcomes

- Increasing the number of young people engaged annually.
- Demonstrable reduction in reported harm and exploitation risk.
- Recognised model of best practice

What Does It Mean To Be Trustee?

We are grateful for the support and challenge our Board of Trustees brings to our organisation. Collectively the Trustees have responsibility for the following activities:

- ü Maintain vision and mission of the Charity
- ü Develop and maintain with the Senior Leadership team the Charity's strategic direction and remains aligned to its mission
- ü Maintaining oversight of risk management
- ü Approving annual budgets, accounts and financial statements
- ü Ensuring the Charity remains solvent and financial sustainable and well-managed.
- ü Ensuring the Charity's activities deliver meaningful outcomes for young people
- ü Review and ensure appropriate employment procedures – hiring the right people to the right roles
- ü Ensure accountability in line with good governance according to Charity Commission, Charity, Safeguarding data compliance law

- ü Manage and support the chief executive
- ü Maintain effective board performance
- ü Promote the organisation
- ü Maintaining effective welfare and safe

We appreciate that our Trustees dedicate their time voluntarily and therefore, we aim to provide support to them in a number of ways:

- ü A clear handover from existing Trustees where possible
- ü Full induction onto the Board
- ü Regular communication from our Senior Leadership Team via email bulletins, reports, events

Interested in joining our team?

We have an immediate need for people to join our Board of Trustees to support us throughout our most exciting year yet.



Why Join the Trustee Board?

Becoming a Trustee at Streets of Growth offers a unique opportunity to contribute your skills, insight and leadership to an organisation making a real and lasting difference in young people's lives.

Key Benefits:

- ü Shape the future of a pioneering London charity supporting high-risk and vulnerable young people
- ü Create real social impact by influencing decisions that change young lives affected by exploitation and violence
- ü Use your skills where they matter most, strengthening strategy, governance and sustainability
- ü Work with a passionate, values-driven Board and leadership team committed to social justice
- ü Build your board-level experience and strategic leadership skills
- ü Be part of lasting change in local communities with a strong record of evidence-led impact

Exciting Opportunity:

We are currently engaged in an externally facilitated strategic development process, and trustees joining before the of summer 2026 will have a unique opportunity to shape Streets of Growth's next chapter, bringing your experience, insight and challenge to help set our direction, strengthen our impact and ensure we continue to deliver for the young people and communities we serve.

Trustee Safeguarding Lead :

Commitment Requirements

- Term: Typically, 3 years tenure
- To adhere to the Trustee Board Terms of Reference
- Attendance at all Streets of Growth Board meetings (4 meetings per year Total 8 hrs per yr)
- Attend 1 Trustee Planning Session a year (4 hrs per yr)
- Review and read all relevant board papers pre-board meetings
- Reading and reviewing of key documents such as Annual Safeguard Reporting,, Annual Report and Strategy Documents
- Advice to senior leadership team, where required, on Safeguarding issues. Outside of board meetings (x 6 hrs per quarter)
- Attendance of AGM. One per year to attend (if possible)
- Attend appropriate Streets of Growth Celebration Events.

Role Summary

- The Safeguarding Lead Trustee will provide strategic oversight and leadership on safeguarding, ensuring Streets of Growth maintains robust policies, procedures and culture that protect the young people it serves.
- The role will support the board in fulfilling its legal and governance responsibilities regarding safeguarding, ensuring compliance with relevant UK legislation, charity regulation, and best practice.
- In addition to safeguarding oversight, this key role will support Streets of Growth Leadership Team in advocating for young people whose voices are often unheard or needs not been met by statutory services at both local and national levels. Supporting (and potentially advising) the Streets of Growth senior leadership team to the champion young people's experiences / voices to influence policy, service design, and cross-sector responses

Please Note: Streets of Growth has a team of accredited trained Designated Safeguarding Leads (DSL's) so there is no expectation of becoming operationally involved in Safeguarding incidents.

Responsibilities

1. Governance Oversight

- Ensure safeguarding is embedded in board governance and decision-making.
- Provide scrutiny and challenge regarding safeguarding risks and practices.

2. Policy Oversight

Review safeguarding policies annually, including:

- Child protection
- Managing allegations
- Online safety
- Whistleblowing
- Safer recruitment

3. Safeguarding Risk Management

- Ensure safeguarding risks are included within organisational risk registers.
- Monitor safeguarding performance through board reporting.

4. Serious Incident Reporting

- Support the board and CEO in reporting safeguarding concerns to regulators when necessary.

5. Strategic Advice

- Act as a point of contact for the CEO and operational safeguarding lead on complex safeguarding matters.

Qualities

- Some one who is passionate about improving outcomes for vulnerable young people.
- Brings safeguarding expertise to the board.
- Can support the charity in building a strong safeguarding culture.
- Is committed to equity, inclusion, and youth voice.
- Willingness to act in the best interest of the charity while adhering the Nolan principles of public life

Preferred Background / Experience

Experience in safeguarding children or young people.

Understanding of issues such as:

- Child exploitation
- Youth violence
- Extra-familial harm
- Strategic leadership, governance, or senior professional experience.

