

# **STREETS OF GROWTH**

## Reducing Harm – Transforming Lifestyles

**Are you ambitious in the field of Youth Development and passionate about working with young people – then we want to hear from you!**

### **INFORMATION FOR APPLICANTS: Youth Intervention Coach**

Streets of Growth is a dynamic organisation with the ambition, mission, and dedication to address and tackle the causes and consequences of harm, poverty, violence faced by young people in Tower Hamlets, East London.

#### **About You:**

**You will be the difference that help us make a difference.**

To achieve our mission, we are at our point of growth as a confident, outward-looking, and sustainable organisation, committed to its own development and the development of the people who make it a success.

Thus, we are seeking an experienced individual who is entrepreneurial in their thinking of working with young communities, aims to achieve high standards for young people and are looking for an exciting opportunity in which they can grow both personally and professionally.

You will have the vision, values, and skills to support our young people build new networks, new skills and relationships giving them opportunities to be break the cycle of harm, violence and poverty and thus create thriving positive lives. You will be committed to advancing our model and programmes and be passionate about driving learning and improvement at Streets of Growth and the wider youth and community sector. Most importantly, you will feel a genuine affinity with our mission and the young people we work with.

You would be joining Streets of Growth as we are moving into an exciting new space from which we are developing a Creative Industries Hub.

#### **About Streets of Growth: An Organisational Overview:**

Welcome to Streets of Growth where our name is our aim. We are leading edge interventionists where the difference is in our detail. We work intensively, and tirelessly engaging and re-engaging young-adults aged 15-25 years who are stuck, often struggling with issues relating to poverty, and disconnected to wider positive progressive networks and regeneration. Our uniqueness and impacts are due to the way we design and seamlessly interweave outcomes driven life skills coaching using targeted street work interventions, with 'tailor made' entrepreneurial employability skills through our enterprise programming. We initiate, engage, and measure our interventions and impacts over the longer term to ensure we equip our young-adult clients with the leadership skills, communities, economic networks, and resilience to stay out of harm's way and continually adapt and thrive in a constantly changing world. Our model of approach for binding these two complex systems gives us

the relational leverage to disrupt the cycle of gangs, reduce violence and criminality, and tackle the exploitation, isolation, and hopelessness of 21st century young communities living in east London.

### **Vision and Mission Statement**

**Vision: No Young-Adults Living Harmful Lifestyles**

**Mission: Reducing Harm: Transforming Lifestyles**

Our Purpose & Practice: We use leading edge interventions that equip and empower young adults with solutions that positively transform their lifestyle, education, career, and environment

### **Our Organisational Culture**

We have a strong organisational culture with high expectations for achievement and where learning, personal experiences, leading with values, are essential to achieve bold goals with young people, families and local communities for youth and local community regeneration. **Our organisational culture promotes the values of**

-  **Belonging,**
-  **Generosity,**
-  **Competence,**
-  **Interdependence, and Independence**

**to create an environment that brings out the best in each other, our young adults, and our partners.**

Our vision, impact, purpose, and practice are to support young adults to increase their readiness for participation in change to improve the context and lifestyles in which young people live and grow. We have a proven deeper-impacting young adult intervention and community development model built on evidence-based practices and two decades of front edge experience; and are committed to excellence in our work and to pioneering innovative strategies that continuously contribute to and invigorate the young adult intervention and development field.

### **Programme Overview:**

Theory of Change: Through a process of internal outcome evaluation, Streets of Growth developed Theory of Change upon which our current outcomes driven practice is based; namely, at risk young adults when re-engaged through positive, intensive, outcomes driven coaching relationship with a trained Youth Coach can change their behaviours; and so, develop resilient characteristics, entrepreneurial and employability skills to disrupt the negative cycles of poverty, violence, crime, and harm.

Through our Theory of Change process, we have developed the Bridging Programming, which works on three levels:

- Initiating – relationship level of engagement, building of trust and transformational change with a young person:
  - Participating – where young adults at a point of readiness to begin to work on life, education, enterprise, and employment skills:
  - Advancing – young adults are stepping into positive lifestyle and career changes and move forward into social and economic independence.

The Bridging programming process is summarised as follows:

1. **Relentless Outreach and Follow up (Not Giving Up)** – turning up even when a young person says ‘no’ and tells us to go away. This is the cornerstone of our work as often high-risk young people have had little or no experience with adults who impose consistent expectations of healthy behaviour; they are prone to frequent disengagement and rejection of constructive relationships. Therefore, even when we are periodically rejected or there are setbacks, our Youth Coaches will relentlessly reach out to a young person to build a transformative relationship.

2. **Transformational Coaching** – The underlying theory that relationships change people – that positive change comes about within the context of mutuality, shared experience, and a sense of responsibility, not only to oneself, but to another. Using coaching techniques, combined with cognitive behavioural principles/motivational techniques the Youth Coach works with the young adult to develop the resilience and the intrinsic motivation to decide for themselves that they want to change and take concrete actions to change.

3. **Formal Training**– Once the young adult expresses readiness, we offer the opportunity to participate in life skills workshops, employability training, enterprise challenges, work experience tasters.