

NYO Support Team

Application Pack

Play your part at The National Youth Orchestra

The National Youth Orchestra is the UK's leading organisation championing orchestral music as a powerful agent for teenage development. We are a welcoming community where every teenager can play their part in shaping their world through extraordinary music.

It's the greatest adventure a teenager can have in orchestral music where young people develop much more than musical skills.

Joining the NYO community, they are opening up to new friends and possibilities. Stepping out to perform. They are stepping up to new challenges. Sharing their passion

with other young people, they are learning to inspire and lead.



Purpose of the role

The NYO Support Team forms the backbone of all our projects, playing a key role in ensuring the safety and wellbeing of all of the young people who attend our projects. They are the first people our young people interact with when they come onto a project and are the drivers of our community-based ethos. They support our young people in many practical ways through providing logistical support and through offering enthusiasm and passion for their activity.

NYO activity ranges from online webinars to 10-15 day long residential projects – these normally take place over school holidays and we work with young people from all over the country.

The role of the Support Team includes the following responsibilities as well as any other duties that are determined during the planning of each project:

- Take a central and proactive role in the delivery of an environment that prioritises safeguarding and pastoral care.
- Support young people in their participation in rehearsals and activities.
- Work with colleagues to set a positive and proactive environment within NYO activity and promote NYO's culture and values for young people.

Key relationships

NYO's Support Team works as part of a wider team that includes a Support Team Leader, a Nurse and a Youth Support Co-ordinator as well as NYO activity Producers and staff. During residential activity the Support Team also works closely with artistic guests and staff including NYO tutors, creative leaders and guest artists.

Participants

- NYO and NYO Inspire musicians and other activity participants
- Parents / carers

About the role

Safeguarding and Pastoral Support

- Be the first point of safeguarding and pastoral support contact and support for young people during activity.
- Observe the behaviour and actions of young people and report any concerns to the Residency Safeguarding Team.
- Support the Residency delivery team to implement conditions and resources that promote pastoral care and support.
- Support the Residency Safeguarding Team to implement bespoke care plans for individual young people.
- Undertake nightly check-ins to ensure young people are in their rooms at the correct times.
- Undertake 'night watch' duties to ensure compliance with NYO rules and guidelines.

Young people and activity management

- Ensure that young people are present and on time for rehearsals and activities.

Staff colleagues

- Programmes Director
- Head of Youth Development
- Youth Support Co-ordinator
- Head of NYO Inspire
- NYO Producer & Residencies Manager
- NYO Inspire Manager & NYO Open Manager
- Fundraising & Communication team
- Other Freelance staff (Stage managers, Tutors, Artistic team)

- Collaborate with rehearsal and activity leaders to ensure sufficient breaks are taken and refreshments are provided.
- Supervise the movement of young people between venues and sites.
- Support the backstage management at NYO concerts.
- Supervise young people performing in public areas.

Culture and Ethos

- Create a supportive environment for young people to realise their learning ambitions.
- Build a rapport with young people through regular contact at activity and nightly check-ins.
- Promote a culture of respect and empathy through ensuring that NYO rules and guidelines are followed by young people.
- Promote a culture of responsibility and empowerment by encouraging young people in their proactive positive behaviour.
- Promote a culture of support by championing and encouraging

young people in all the activities that they take part in.

- Promote a culture of learning and innovation by encouraging and enthusing young people when they are out of their comfort zone.
- Collaborate closely with colleagues from the NYO staff team and freelance artistic teams to ensure that young people realise their full learning potential.



Support team candidates

It is more important than ever that we create a supportive, inclusive and safe space for our young people. First and foremost, you need to be able to champion and lift up our young people.

We want to work with those who see the potential of young people and who are able to get excited about their passions, endeavours and ideas. We are looking for people who are creative problem-solvers, independent workers and who thrive in fast-changing environments.

Personal Attributes

- Interest and experience of working with young people.
- Flexible, adaptable and proactive attitude when working within a fast-moving environment.
- Collaborative team player able to support both a specific team and more widely a whole organisation.
- Sensitive and empathetic approach and an understanding of the complexities of the teenage mind.

- Personal resilience when interacting with people who have challenging needs.

Skills

- The ability to foster a positive rapport with young people.
- Excellent interpersonal skills when dealing with a wide range of participants and colleagues.

Experience

- Experience of interacting with young people as a role-model and supervisor, **or**
- Experience of working within a youth-support / youth-work setting.
- A prior understanding of safeguarding children and young people.

Training

All member of the Support Team will be required to achieve Level 1 Safeguarding Training (provided by NYO) and attend regular Safeguarding Workshops led by NYO's Designated and Deputy Designated Safeguarding Leads.

Through this recruitment process we are looking for candidates who have experience working with a wide range of young people.

We are particularly interested in candidates who work in the youth-work / youth-support

Remuneration

The Support Team are engaged on a freelance basis. You should be registered as self-employed and eligible to work in the UK.

Support Team fees are between £100-£140 a day depending on the nature of the activity. Fee offers will be discussed at the point of booking.

All meals, refreshments and accommodation are provided. All fees are paid by 14 days after invoice.

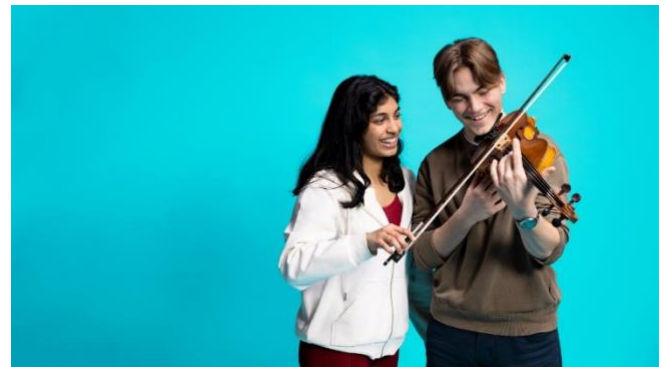
Place of work

NYO activity takes places around the whole of the UK. Travel costs to and from NYO activity are reimbursed and accommodation is provided as required.

Equal opportunities

We place diversity, equity and inclusion at the heart of our work. We strive to apply Equal Opportunities principles to all recruitment processes and ensure that no-one receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex and sexual orientation. Individuals

will be selected, promoted and treated on the basis of their relevant merits and abilities. We also value candidates who work within the performing arts sector. We particularly welcome applications from people from Black, Asian and ethnically diverse backgrounds, and those who identify as d/Deaf or disabled.



Project travel between sites during a project is provided as part of the activity planning.

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Everyone in our community is expected to comply with and actively promote this policy. We aim to operate an inclusive recruitment process. If you have any particular requirements, please let us know at any point during the process.

Safeguarding

NYO is committed to safeguarding and protecting the children and young people that we work with. We have a range of policies and procedures in place and aim to be a sector leader in good safeguarding practice. All employees, contractors, trustees and volunteers are committed to practices

that establish and maintain an environment in which the welfare of the young person is paramount; ensure that policies and procedures protect young people from harm, and that all concerns and allegations of abuse will be taken seriously and responded to appropriately.

How to apply

To apply, please fill in the application form at <https://www.nyo.org.uk/work-with-us>.

Successful candidates will be invited to a video interview. Any queries should be directed to the Youth Support Coordinator (support@nyo.org.uk).

The deadline for applications is **25 February 2024**.