



Young Leaders

Engagement and Participation
Partner Brief

Deadline: Thursday 28th April 2022



About We Are Juno CIC

Every day across Liverpool City Region, a child is placed in residential care. Like every child, that young person needs a safe and happy place to call home where they can enjoy their childhood. At the moment, there aren't enough suitable placements locally, so more than half of children are placed outside of the City Region, away from their families, friends, schools, and communities that are so important to them.

We are Juno CIC exists to make sure that children needing residential care across Liverpool City Region can find a home where they can thrive. Over the next five years, we plan to open ten local homes for children, starting with our first home in Wirral, later this year.

By partnering with Local Authorities to identify the gaps in current residential provision, Juno is working to make sure that children can be placed in homes that can give them the support that they need. Residential care can offer amazing opportunities for children, and we believe it shouldn't be seen as a 'last resort' - but it does mean working in a different way.

Care-experienced young people have played a leading role in the design and development of Juno and have told us that, above everything, they want to feel safe, known, and loved - something that residential care has not always been able to provide for them. This is what we're committed to achieving, and we are partnering with ThemPra so that we can train our team to prioritise these things using Social Pedagogy ideas and approaches that are working well in other parts of the UK and Europe.

Juno will bring love and joy to young people who live in our homes. Our homes will always be welcoming, warm and friendly – and so will our staff, who we'll train and retain to invest in our young people for the long term. Above all, we will keep the insights and experiences of children at the heart of our practice, plans and decision making so that what's right for children leads everything we do.

Our Vision

Our vision is to make sure that children who can't live with their own families find a home locally where they can thrive. To do this, we will create a network of social enterprise homes for children across the region with innovative approaches to care and profit that will significantly improve the life chances of children:

- We want children in Juno homes to feel safe and loved. We will support all aspects of young people's emotional, physical and educational development, using a model of care rooted in social pedagogy.
- We will help more children stay local to their schools, families and communities by continuing to work closely alongside LCR Local Authorities.
- By modelling new ways of working, repositioning children's homes as effective longer-term care rather than a 'last resort', and creating opportunities to share learning, we want to drive up care standards across the sector.



- We want to offer alternatives in the residential market so that it's no longer dominated by 'for profit'. As a social enterprise, we'll use our profits for good, reinvesting them into projects further upstream that prevent local children needing residential care.

As a social enterprise, Juno's priority will always be social good over personal profit. Juno will be part-owned by the team who run it, so decisions about the organisation will be made by people who are part of Juno's everyday life. What's more, Juno's profits will be re-invested to improve support for children who come into care, and into projects that help families to stay together.

Our Values

We're strong believes in doing the right things but doing them in the right way. We're led by four guiding values. We ask anyone we work with, whether that's a partner a funder or a staff member to make sure they see themselves in these values and do whatever they can to make sure they lead the way in the work we do.



We do it as equals

We listen well and are kind to each other.

We focus on what people can do, not what they can't.

We learn, grow and develop together.



We are real

We genuinely care about each other.

We don't overcomplicate things.

We're open and honest about what is and isn't working.



We're one team

We share responsibilities and decision-making wherever we can.

We're not afraid of putting in hard graft.

We know we can't do it all alone, so we build great relationships where everyone can use their skills.



We bring joy

We make sure every child experiences delight and happiness.

We celebrate success.

We have a lot of fun while we get things done.

What we're most proud of...

We set up in November 2020, and we're really proud of what we've achieved so far. To give you a flavour, to date we've:

- Worked with care-experienced young people across Liverpool City Region and local authority commissioners to design a new model of care that will offer higher quality experiences for children
- Completed an extensive Feasibility Study and Business Plan for Juno, including a detailed 10 year financial plan
- Incorporated 'We are Juno CIC', appointed a Board of Directors and established a working governance structure
- Recruited our core team and developed a network of local and national partners who we'll work alongside to share skills, learning and support



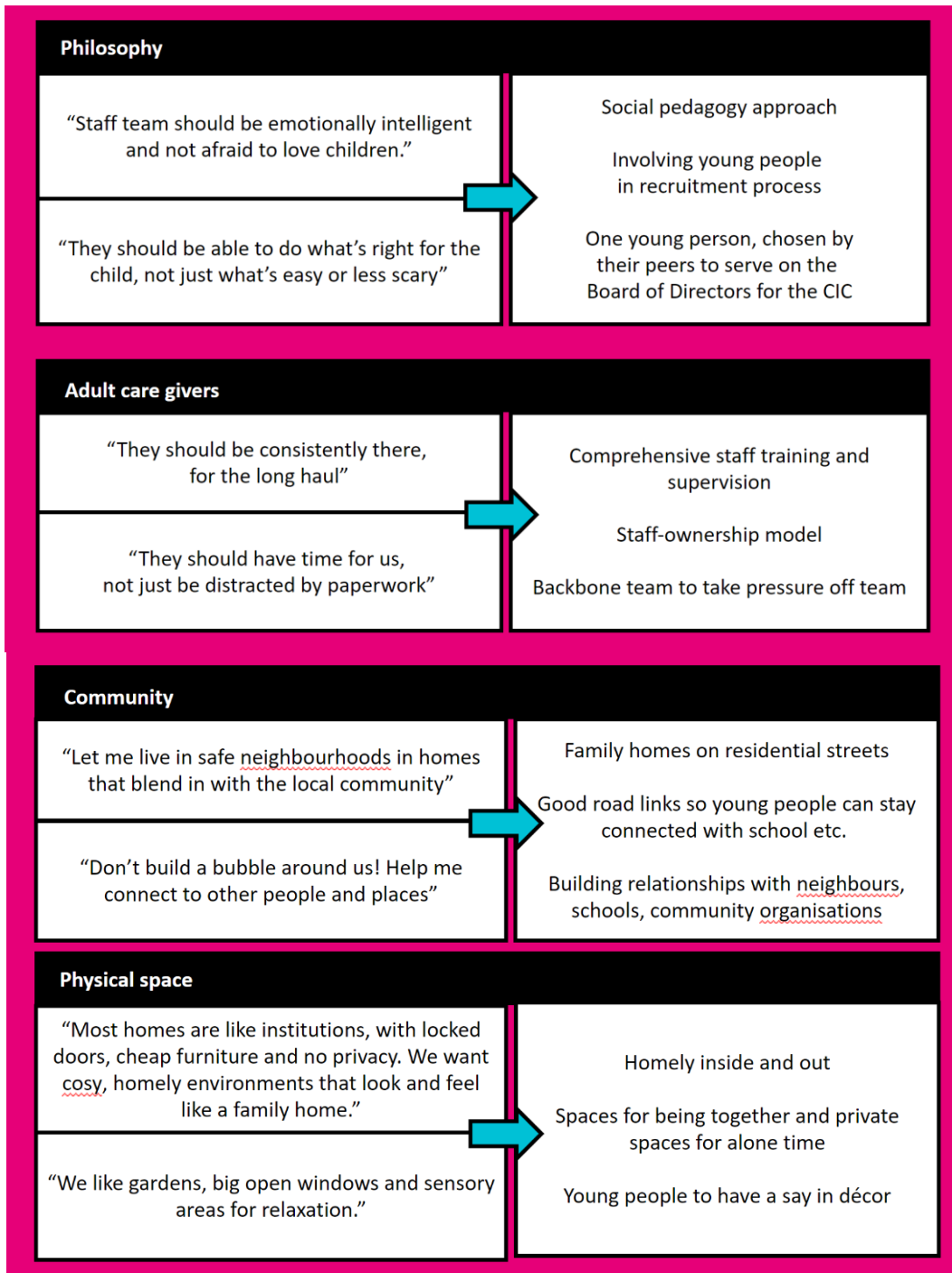
- Secured kick start investment of over £2 million to launch our first homes
- Secured over £500K in grant funding for Juno
- Developed property partnerships with local registered social landlords who will work with us to secure and develop brilliant homes for children
- Secured a partnership with Steve Morgan Foundation, who will work with the team to design and build fit-for-purpose properties for Juno
- Secured our first property in Wirral, with building work now underway
- Continued to work closely with children and young people to develop the organisation, from co-designing our brand and core messaging to playing key roles in recruitment of our team

Lots of the work that's contributed to these achievements has been completed by the team at Capacity, who have set up and incubated Juno as part of their wider mission to make public services people services.

Young People in the Lead

From the outset, the team at Capacity has worked closely alongside care-experienced young people, and their ideas, insights and experiences underpin our service design and our plans for the future. Care leavers from across the city region shared their views about what needs to fundamentally change in residential care. They told us about the style of the buildings, the teams who worked with them, the openness to the local community and most importantly their own personal needs and dreams.

Here's are some snapshots of how insights have affected the plans so far:



Where we’re going

As we move from planning Juno to opening our first home for four children at the end of this year, we remain deeply committed to involving young people as respected leaders and participants in key aspects of our decision-making in Juno.



Their unique abilities and experiences will ensure decisions that affect children in our care are well thought out, sustainable and effective.

To make this happen, we've co-developed a plan with care experienced young people to establish a new group. Its working title is [The Young Leaders Group](#).

We'd like to work with a partner organisation who has great experience of delivering high quality, high impact engagement and participation projects with young people to establish and support this group with us, ensuring that we offer the best possible experience for our Young Leaders. Read on for the partner brief!



The Brief:

What is the Young Leaders' Group?

The Juno Young Leaders Group is a group of care-experienced young people from the Liverpool City Region who want to work with our team to make sure we are achieving the best for young people in our care. We have worked alongside young people in Wirral to consider what this group will do, need, and offer, in order to be beneficial for those involved and the wider organisation. They've told us that the experience for members of the group should be:

- Informal, with a warm, welcoming atmosphere and good food
- Facilitated by someone who has good leadership and communication skills and who ideally has care experience. They should support someone in the group to lead it in the long term and be warm, open and friendly
- Underpinned by really good training from the Juno team so that we all develop new skills and techniques that help us to do the job really well
- Promote new friendships and connections across Liverpool City Region
- Paid fairly: young people should be paid for their time, with sessional rates for meetings in line with the national living wage, plus travel costs reimbursed, food covered when we meet and fun days out funded by Juno
- Taken seriously and have real weighting in terms of decision-making: young people's views and insights must have real impact, being clear about what they can and can't affect
- Consistent, with adults in Juno regularly reporting back what they have done e.g. "from what you told us/saw/experienced, we did, we will do, we can't do..."

We are committed to meeting these expectations, and also want to offer:

- Great quality training and real responsibility so that time spent supporting Juno offers skills and experiences that benefit young people's lives outside of the group
- Really good communication in and outside of the group so that everyone feels clear about what's happening and what's expected of each other.

There are several areas where young people and the Juno team felt it was key to involve the Young Leaders group:

Finding great people	Helping to create Juno's recruitment campaign so that it represents our values and ethos. Being involved in the selection process so that the views of young people are included in recruitment.
Making our house a home	Working with the builders to refine the plans for the Garden Room at our first home, Shrewsbury Road. Working with the home team to make decisions about the final finish and furniture in Shrewsbury Road.
Telling us what works	Working with an evaluation team to design and deliver a child-centred evaluation project that helps Juno to understand what the impact our homes are having on the lives of young people we care for. Conducting Young Inspector visits of Juno Homes. Leading exit interviews with young people moving on from Juno.



Governance & long term planning

Working alongside the Juno team and the Board to design how best to include and involve young people in formal governance processes. Developing a long-term young people's engagement plan for Juno.

We'd like to bring together a group of 8-10 young people monthly to lead this work and hope to start recruiting members in April 2022. The group will also attend specific events or experiences that meet their goals e.g. participating in Juno Recruitment Days.

What do our Young Leaders get back in return?

We will offer each of our Young Leaders:

- Pay that meets national living wage levels for all participation (except for fun days out and social events which will be paid for by Juno and voluntary to attend)
- Great quality training and real responsibility so that time spent supporting Juno offers skills and experience beneficial for our lives outside of the group
- Really good communication in and outside of the group so that everyone feels clear about what's happening and what's expected of each other.

What we'd like from an Engagement & Participation partner

To ensure that this group is well supported, we'd like to work in partnership with an individual or organisation with expertise in developing and facilitating high quality participation projects.

- You will be responsible for bringing the group together for Young Leaders meetings, empowering the team and creating environments where the Young Leaders group can build connection, develop a strong sense of purpose, and achieve their goals in relation to the core workstreams.
- You'll be making sure everyone in the group feels safe, supported and valued
- You'll be maintaining great communication across the team and managing any challenges as they arise
- You'll facilitate early meetings and co-develop clear expectations for the group so that everyone feels clear about what's happening, what's expected and what value we all bring
- You'll nurture leaders within the group so that in time, members of the group can chair the meetings and lead change.
- You'll be a vital contact between the Juno team and the group, ensuring that the insights, experiences and perspectives of the group are integrated with operational plans.
- You'll oversee the project budget and work with Juno to ensure we fairly recompense young leaders for their time.
- You'll co-develop training and support with the Juno Team that ensures Young Leaders feel confident about taking part in really important activities like recruitment.



Young people’s influence needs to be real and when using the Ladder of Participation as a model for thinking about youth participation (developed by Roger Hart), we are aiming for youth-initiated, shared decisions with adults – an experience that empowers young people while at the same time enabling them to access and learn from the life experience and expertise of adults.

Our budget

Our budget for this project in 2022 is £15,000, inclusive of the Young People’s sessional rates. However, we do have a separate budget for their work with the independent evaluation team. We do plan to continue to group beyond 2022 and will be explore plans how this group is supported in the future with you and the Young Leaders.

What we are looking for in a partner

You’ve got skills
You are passionate about improving the lives and prospects of children in residential care.
You’re excited by and able to work sensitivity alongside care-experienced young people in the design and delivery of this engagement project; you know what high-quality co-development with young people looks and feels like and how to make it a great experience for all.
You’ve got a solid understanding of the key elements of our philosophy of care, particularly Social Pedagogy.
You can manage participation projects effectively, taking a thorough, ethical, considerate approach throughout. You’re hardworking, organised and enthusiastic.
You’re able to build relationships with people from lots of different backgrounds, and you can do this quickly and effectively.
You the genuine article, you have high standards of honesty, integrity, openness and compassion.
You’re able to train and support young people to learn new skills, in creative and engaging ways.
You’ve got the knowledge
You have a good understanding of children’s social care and responsibilities of Local Authorities, residential care providers and their wider partners.
You can ensure that we have a participation approach that is appropriate to our size/complexity, stage of development, and our purpose and objectives.
You’ve worked with young people to co-produce and deliver projects like this before.
You’re our sort of person
You’re committed to social justice and improving the lives of children.
You want to achieve high standards (particularly ethical ones) in everything you do.
You’re easy going, you take the work we do seriously, but not yourself.
You can work in harmony with our values.
You are committed to keep young people safe in all that you do.



How to apply

If this is a project that feels like a great fit for your values and your skills, we'd love to hear from you. Please send us a proposal that tells us about

- Your skills, values and experiences relevant to this project
- How you would like to deliver this project
- The opportunities and challenges that you foresee and how you'd approach them
- Your budget for this project.

Please email your proposal to Sophie Clarke by Thursday 28th April 2022.

All proposals will be reviewed by Juno's Project Group, and we'll invite you to a session to get to know each other and discuss the plan in more detail if we feel it could be a great fit.

Final decisions will be made by the end of May 2022.

If you would like to ask any further questions about Juno, do get in touch with us at sophie.clarke@thisiscapacity.co.uk.