

# Yes Futures Coach Programme Description



To register your interest in becoming a coach  
please complete the form on the website



# Yes Futures Volunteer Coach Programme Description

## Introduction

Yes Futures is a multi-award winning charity, established in 2012. Our successful programmes have made a proven difference to the lives of over 1000 young people, and we are rapidly expanding to more schools across the country.

Thanks to this growth, we are now looking for **enthusiastic and committed individuals to train as Coaches** on our programmes throughout the year. We run two programmes: September to March, and March to August. You will work directly with a group of young people as part of a supportive team, enabling you to have an incredible impact in an exciting and highly rewarding role. We have positions available in schools across the South, South East, East Anglia and London.

Our award-winning programme provides Yes Futures Coaches with full training and ongoing support, enabling you to thrive and develop your coaching skills in a collaborative environment. This is a unique opportunity to develop your skills and gain vital coaching experience at no cost to you.

We've grown by

**325%**

in the last two  
years

We have supported

**1055**

young people since our  
launch in 2015

We will welcome

**360**

new students in March

We've trained

**72**

Yes Futures Coaches  
since 2015

## About Yes Futures

Our vision is a future where all young people are confident, resilient and lead fulfilling lives.

We are achieving this vision through our award-winning personal development programmes, which empower 8-18 year olds to fulfil their potential. Our **Finding Futures** programme (for primary school students) and **Rising Futures** programme (for secondary school students) focus on building four key soft skills: Confidence, Resilience, Communication and Self-Awareness.

The programmes involve a range of extra-curricular experiences: including visits to workplaces, community action challenges, an outdoor residential trip, as well as regular in-school Coaching sessions. These experiences allow the young people to challenge themselves and achieve new successes in new environments, which in turn helps them to realise their full potential and raise their ambitions. As well as three trip experiences, each student receives personalised, valuable support from their Yes Futures Coach, who works with them to continually recognise their achievements and reflect on their areas for further development. Both the number and variety of sessions allows for the Coach to significantly develop their skills and build a trusting relationship with their students. The programme structure focused on tangible targets for continued personal development for both students and Coaches.

Ultimately, we aim to create a cultural shift in education: where non-academic skills are developed with the same focus as academic skills, enabling students to be successful both at school and beyond.

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## The Coaching Programme

We are looking for enthusiastic and committed individuals to train as Coaches on the Yes Futures programmes from September to February **OR** March to August. We will be taking on approximately 60 individuals to work with our students across schools in the South, South East, East Anglia and London.

We welcome a wide range of individuals of different backgrounds, experiences and ages, to join our Coaching programme. Perhaps you are...

- Already an experienced Coach, who wants to use your skills to give back to the next generation?
- Still developing your Coaching skills, and want to challenge yourself by working with young people instead of adults?
- Looking to train as a Coach for the first time, and want support and practical experience?
- Keen to develop your skills generally to apply them to your professional life?
- Just wanting to gain more experience working with young people and schools in a charity setting?

### Benefits to you:

- Ongoing support from a dedicated Programme Executive, who will tailor your development needs to you and work with you on a one-to-one basis throughout the programme;
- Full training and ongoing support programme at no cost to you;
- Gain certificate demonstrating your learning and commitment at the end of the programme;
- Join a team of committed, hard-working and friendly colleagues;
- Make a real, tangible difference to a group of young people;
- Thrive in a role with a high degree of responsibility;
- Balance a flexible role around your other responsibilities;
- Enjoy working with other like-minded people;
- Enhance your skills through regular professional development support.

### Your eligibility to apply:

You do not need to have prior experience working with young people or prior Coaching experience to join our Coaching programme. Equally, we are keen to accept individuals who are already experienced Coaches, who can add their experience to support both our young people and newer Coaches.

Regardless of your existing skills and motivations for applying, you will need to have a strong passion for the Yes Futures vision and a commitment to enabling young people to fulfil their potential.

Please note in accordance with the Asylum and Immigration Act 1996 to apply for a volunteer position with Yes Futures, you must be eligible to live and work in the UK.

### Location:

Our partner schools are spread across a number of regions: London, Essex, Kent, East Anglia, the South Coast, Hertfordshire, Hampshire, Berkshire, Buckinghamshire and Surrey.

**We are looking for Coaches across all areas.**

## Time Commitment:

The programme lasts for 5 months (September – February **OR** March – August), with approximately one session every three weeks. This works out as approximately 100 hours across a five-month period, as follows:

- 1 full day pre-programme training (7 hours)
- 11 programme sessions, which include team debriefs and one-to-one reflections on your practise:
  - 1 after-school Welcome Session (2 hours)
  - 5 half days of Coaching (approx. 3-5 hours per day within school hours)
  - 1 World of Work day trip (7 hours within school hours)
  - 1 Play Your Part day trip (7 hours within school hours)
  - 3 days (2 nights) Into the Wild residential trip from Friday morning to Sunday evening
- PLUS (Optional): 1 after school session for the Graduation ceremony

## Why should you apply to be a Yes Futures Coach?

As a Yes Futures Coach, you will develop a range of key skills, which will benefit you professionally and personally. Unlike other coach training programmes, we do not charge you to train with us and we provide a unique opportunity to gain practical, hands on experience, whilst being supported by an experienced, dedicated Programme Executive throughout.

You will develop a range of key skills and knowledge areas in this role, including:

- |   |  |
|---|--|
| • Coaching strategies                       | • Creativity and innovation in education |
| • Personal development theory               | • Quality assurance                      |
| • Youth engagement                          | • Behaviour management                   |
| • Event and trip facilitation               | • Impact evaluation and techniques       |
| • Programme delivery and group facilitation | • Curriculum design                      |

We provide full training for all new Coaches. You will also be offered ongoing professional development opportunities throughout the programme and a certification of your commitment on completion.

Yes Futures is a small, rapidly growing charity. By joining us at this critical stage in our development you will have a significant impact on our growth and future success. If you are enthusiastic, ambitious and open to challenging yourself by applying your talents to a dynamic, young charity... we need you!



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## Main responsibilities of the Coach role

### Programme delivery

- Responsible for the care and wellbeing of all students on the programme;
- The delivery of coaching sessions to your allocated students;
- Support the delivery of other programme activities, including trip days, whole-group workshops for students and the residential trip.

### Organisation and administration

- Liaising with school staff and the rest of the Yes Futures team;
- Assisting with trip organisation when required;
- Ongoing communication with your Programme Executive regarding student engagement and progress, including writing brief session records for each student;
- Writing blogs for newsletters and social media (optional).

### Evaluation and reporting

- Supporting the delivery of evaluative procedures and ensuring they are carried out in an effective and timely manner to support continued high standards of the Yes Futures programmes.

## Person Specification

Applicants should be able to demonstrate the following qualities:

- Strong personal presentation skills and proven ability to communicate confidently, enthusiastically and effectively,
- An ability to quickly establish effective relationships based on trust and respect with both children and adults, both within a group setting and one-to-one,
- An understanding of how to communicate effectively with schools, teaching staff and students' parents,
- Ability to act as a role model and show the potential to lead an effective coaching conversation,
- The ability to motivate self and others, and an understanding of the importance of self-reflection and continued personal development,
- Empathy and integrity,
- Able to write and speak fluently in English,
- Passion for Yes Futures' work and supporting young people to achieve their full potential.
- Ability and willingness to travel within the region of your placement schools, including one weekend longer distance trip,
- Maintaining confidentiality when required,
- Willingness to be (or currently) DBS checked.

As this role involves working with children, it is critical we select individuals who have the skills to be able to support young people and keep them safe. If you are successful after the interview stage of the application process, we will collect two references and undertake a DBS check on your behalf before formalising our offer to you.

## More information about the Yes Futures programmes



"Teachers have commented how much happier and more confident the children on the programme are. They are all speaking up in class more and taking on more of a leadership role in group work. We are all really pleased to have joined the programme. Thank you all for your hard work and commitment to providing a brighter future for our pupils." - **Siobhan Malcolm, Teacher, Montem Academy**

### The Programme Structure:

Our Finding Futures (primary) and Rising Futures (secondary) are run slightly differently, but have the same core elements:

**Coaching sessions:** Each student receives personalised Coaching sessions with a fully-trained, volunteer Yes Futures Coach. As a Coach, you will support students to self-reflect and take responsibility for their development.

Throughout the programme you will help students to use Yes Futures' award-winning **Talent Toolbox** to document experiences and skills they developed during the programme. The Talent Toolbox focuses on four key talent areas: **confidence, communication, resilience** and **self-awareness**. Students set themselves challenging targets throughout the programme and work hard to achieve these.

The Coaching sessions run throughout the programme, in between the group sessions and the three trips. The Coaching sessions in our secondary school programme (Rising Futures) are one-to-one, whereas on our primary school programme (Finding Futures) they are delivered in small groups (of between 2-5 students).

**Group sessions:** As well as the Coaching sessions, there are four in-school group sessions run throughout the programme. We invite parents and teachers to three of these sessions:

**Welcome Session:** An informative evening for students and parents is run at the beginning of the programme.

**Progress Presentation:** After the five months of intensive support, the Progress Presentation is an opportunity for students to present and celebrate their experiences to an audience of parents, peers and teachers.

**Follow-up Workshop:** Run five months after the Progress Presentation, this is a chance for the Yes Futures team to check in with students' progress, prompt them to continue their positive developments and assess longer-term impact. This student-only workshop is run on the same day as the Graduation Celebration.

**Graduation Celebration:** Students celebrate their achievements throughout the year and are presented with an achievement certificate in front of parents, peers and teachers.

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**Play Your Part:** Students are immersed in a community action project for a day, developing their citizenship. Through volunteering, students realise the benefits of ‘giving back’ and gained practical, hands-on work experience.

For example, some students visited **Horsell Common** where they chopped down trees, cleared away overgrown bushes and toasted marshmallows around a fire! They demonstrated excellent teamwork and communication skills, which they were able to reflect on back at school in their Coaching sessions.

**World of Work:** Students develop an understanding of working life through valuable, first-hand experience. Through a day visiting a workplace, students get to network with a range of professionals.

For example, some student visited **Hewlett Packard’s** Head Office where they met staff from different areas of the business and got a preview of some of HP’s new technology. Students developed their own ideas for a new HP product and pitched this to HP staff and their Coaching team.

**Into the Wild:** Students attend a three-day residential at a **PGL activity centre**, where they come together with students from other Yes Futures partner schools and the entire Yes Futures Coaching team. Throughout the weekend, students participate in an action-packed timetable of activities such as raft building, quad biking and the ‘giant swing’. Students develop team work, communication skills and resilience through a range of physical and problem-solving challenges in an unfamiliar, countryside environment.

For further information, please visit our website where you can see our programme brochures:  
<http://www.yesfutures.org/what-we-do>

## Our Impact Results last year:



**83%** of students were more motivated to achieve at school



**91%** of students felt more prepared for the future



**88%** of students felt that the programme has made a positive difference to them



**95%** of students enjoyed the programme

“I can see a difference in my son's confidence and his wanting to achieve his potential. Yes Futures is a fantastic opportunity for young people. We are very impressed!” – **Parent of a student on the Rising Futures programme**

“Yes Futures has helped me in countless things; making new friends, building my communication skills and hardly ever giving up. Thank you to all my friends, school and Coaches for helping me get over my fears.” – **Year 5 Finding Futures student, Norbury School**

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“The Yes Futures Coaches were incredibly professional, patient and well organised throughout the programme. It was a pleasure to work with you.” – **Mr Scott Moore, Head of Year at Hoe Valley School in Woking**



"Every teenager ought to experience a programme such as the Yes Futures programme. The development of young people's confidence and skills, through real-world exploration and challenges, is essential to their life chances in the 21st Century".

– **Sir Michael Barber, Former Prime Minister's Education Advisor**



"Having the opportunity to work with and see the impact you're having on young people at a very early stage in their lives is amazing. Knowing that you're setting them up with skills that they will use for the rest of their lives is an incredible opportunity, and one that I just would not have got without Yes Futures - thank you!" – **Tom Pocock, Yes Futures Coach**





## How to apply

### So, are you interested in applying to be a Yes Futures Coach?

We'd love to hear from you!

If you would like to apply, please complete the simple online application [form through our website](#).

Deadline for our March – August Programme applications: January 19<sup>th</sup>. Should your application be successful, you will be invited to a telephone interview with a member of the Yes Futures team. You will also be required to attend a training day in February, details of which will be shared with you closer to the time.

If you have any questions about the opportunity, please email Helena Smith, Head of Programmes at [helena@yesfutures.org](mailto:helena@yesfutures.org).

We look forward to hearing from you!



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