

# JOB APPLICANT

# INFORMATION PACK



## Applying to join our team at No Limits

**Thank you for your interest in No Limits, we're delighted that you're interested in joining our team. You should find all the information you need in this pack and the accompanying job description.**

No Limits is an exceptional charity, with the children and young people we support at the heart of everything we do. The need for our services has never been greater and the positive impact we have on individuals, families and the communities we serve is significant. We are a large and growing local charity with a 'family' feel, highly valued staff and a shared passion to help children and young people achieve their potential and understand their rights. All our staff are committed to the values and behaviours which flow from our No Limits ethos.

We welcome applications from all sections of the community and are committed to ensuring diversity and inclusivity. We are proud that many of our staff and volunteers are using their own lived experience to support children and young people facing similar challenges.

As a No Limits staff member, you'll receive a comprehensive induction and access to learning and development opportunities that are relevant to your role and to support your ongoing development.

### Our Application Process

The application process for this role will be outlined in the advert on our website. Applications should be completed electronically where possible and submitted by the details provided. Applications must be received by the closing time and date provided in order to be considered for the role.

Shortlisted candidates will be contacted directly **within two-weeks** of the application close date to discuss the next steps in the selection process. Should you not hear back during this time, please assume you have been unsuccessful on this occasion.

Should you require any assistance regarding your application, please contact our People Team on [people@nolimitshelp.org.uk](mailto:people@nolimitshelp.org.uk).

### Safeguarding Children and Young People

We operate in an environment where safeguarding and protecting the welfare of children and young people is paramount. Our recruitment and selection processes follow Safer Recruitment principles, and therefore we ask all candidates to follow a standard recruitment procedure.

**We hope that you go on to complete an application and wish you every success.**

**People Team  
No Limits**



## About No Limits

No Limits is an award-winning, local, independent charity providing a unique combination of prevention, early intervention and crisis support to young people, based on a nationally evidenced model. We provide information, advice, counselling and support through a range of services available 'under one roof'. Set up in 1993 we have grown to support thousands of young people in Southampton and across Hampshire through our Advice Centre and the specialist projects we deliver as well as drop in sessions in schools/colleges.

We meet the needs of the most deprived, vulnerable and isolated young people who often don't access mainstream services. By supporting across a wide range of issues including sexual health, relationships, mental health, housing, debt and employment we support young people through the transition from adolescence to adulthood, often helping them climb out of, or avoid, social exclusion. Over 7,000 children and young people accessed our services in 2020. We employ 130 staff and have support from a further 100 students and volunteers.

Our core service offers advice and support through our drop-in Advice Centre in Southampton High Street, a friendly, accessible space open for over 40 hours per week, including evenings and weekends. Young people can drop in for a chat and cup of tea without appointment. This flexibility, combined with the non-judgemental, young person-centred approach of the youth workers, mean that many of the barriers to seeking help often faced by vulnerable young people are removed. The youth workers are trusted by the young people – often the only professionals that are seen to be 'on their side'. From the drop-in, young people can be referred on to our specialist services including housing and homelessness; substance misuse; vulnerable groups (young carers, care leavers, young offenders, child sexual exploitation); young parents; counselling; therapeutic groups (anger management, anxiety, bereavement).

The Youth Information Advice Counselling and Support service model (YIACs) on which No Limits is based is a nationally proven early intervention model, with a substantial and long-standing evidence base for its effectiveness. As a YIAC, No Limits 'meets young people where they are' and brings together youth information, advice on social welfare, emotional health and wellbeing, and counselling services with a range of positive activities and the support of statutory partners.

You can get a flavour of what it is like to receive information and advice at our Advice Centre in Southampton by watching the video below, available on our YouTube channel:



# Our Vision, Mission, Aims and Values

---

## Vision

Our vision is to help children and young people in Southampton and the surrounding areas to help themselves to understand their rights and responsibilities, achieve their potential, value themselves and be valued by society.

## Mission

Our mission is to empower children and young people to reach their full potential through information, advice, counselling and support.

## Aims

We aim to help children and young people aged under 26 to help themselves achieve positive outcomes through:

- Offering caring, supportive, confidential environments where young people can explore issues which are affecting their lives.
- Providing accurate and up to date information and good advice relevant to young people's needs.
- Enabling young people to explore options, gain skills and resources, solve problems and make informed decisions.
- Enabling awareness of their rights and responsibilities and to advocate for and promote children and young people's rights.

## Values

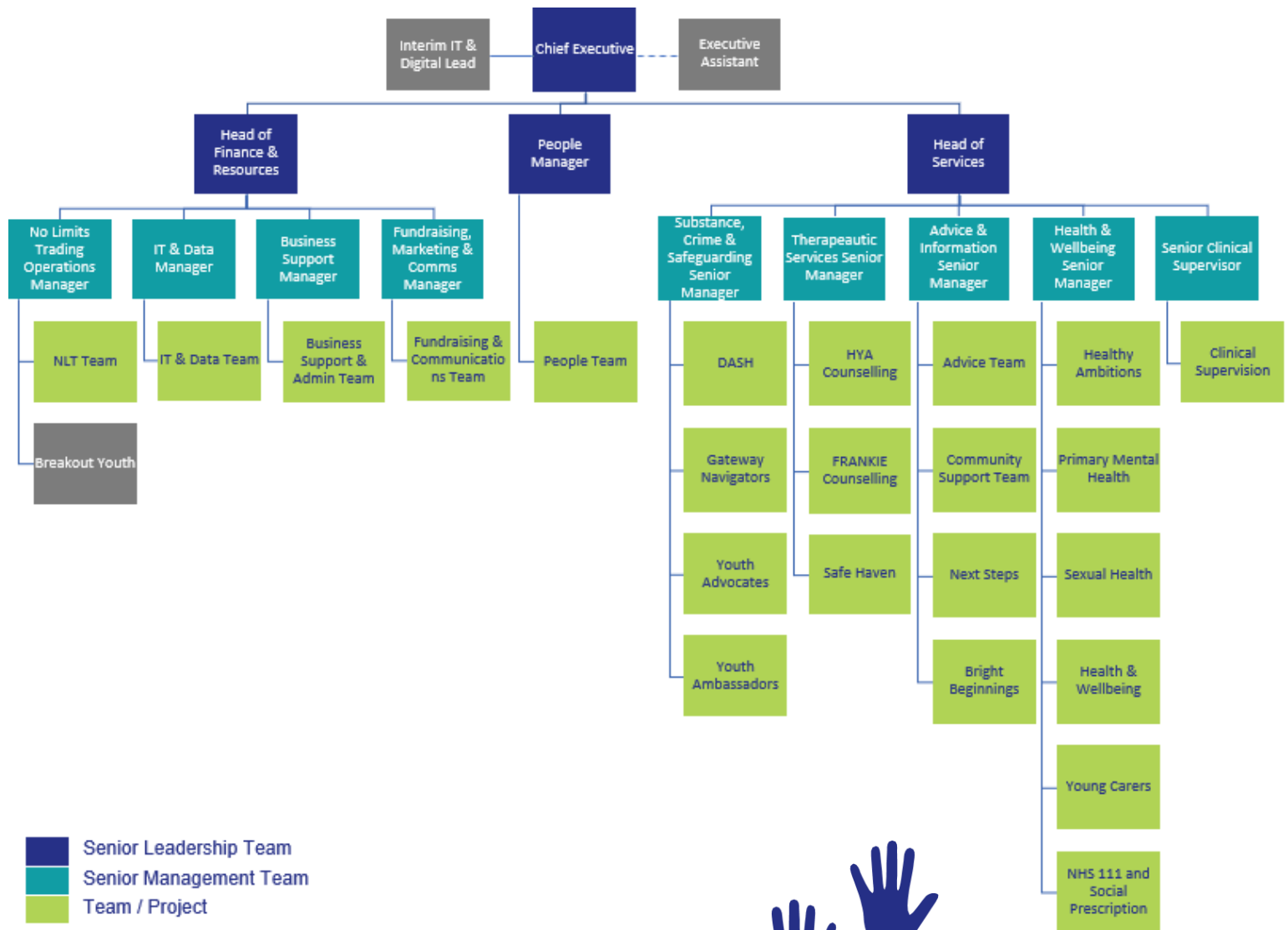
All our services are underpinned by our core values. At No Limits, we are:

- Safe and supportive
- Passionate and determined
- Accessible and welcoming
- Caring and non-judgemental
- Empowering and listening



# Organisation Structure

No Limits is comprised of a large team of people in paid and voluntary roles, who come together to make a difference to the lives of children and young people. The below reflects the organisation's management structure.



100% of our staff are proud to be part of No Limits

