

Hello,

Firstly, thank you for your interest in our Sessional Worker roles. We are really thrilled to be able to add these new roles to our Boingboing community. These paid roles aim to create even more ways for people with lived experience of facing discrimination and tough times, to contribute to our work and leadership in resilience research and practice.

I use the phrase Boingboing community deliberately; we are a group of individuals of all ages, in paid, volunteer and student roles, who share a real mix of identities. Just about all of us have faced different forms of adversity throughout our lives. Often this means those of us who have experienced injustice, prejudice, inequality and/or discrimination. For example (although this is definitely not a 'tick list') through a combination of living in poverty, having a disability, experiencing racism, being from our LGBTQ+ community, and/or having English as a second language. This helps keep everything we do at Boingboing focused on working in a way that upholds the principle of 'nothing about us without us'. I share this because I really want you to get a sense of who we are, and whilst we want to reduce people having any of these experiences, know that we value them as knowledge and expertise that will help us achieve our collective goal of "beating the odds, whilst also changing the odds".

With that said, we also have work to do to 'change the odds' within Boingboing. I want to acknowledge that we know that we currently lack racial diversity in our team. We are therefore actively seeking applications from people from racialised minorities (frequently referred to as people from 'Black, Asian and minority ethnic' (BAME) communities), who are currently under-represented in our group. We recognise there is important and urgent work for us all to do within Boingboing that goes beyond simply highlighting this in recruitment, and we are already getting on with this.

We are excited to be recruiting for these sessional roles in Blackpool, as part of our contribution to co-leading the world's first Resilience Revolution:

- **Peer Youth Engagement Workers** – for young people aged between 16 and 24yrs
- **Parent and Carer Engagement Workers**

This recruitment pack, and the links contained within it, should hopefully give you lots of background on Boingboing, these specific roles and some of the projects we are currently working on. If after reading it you have some questions about the roles or the recruitment

process, then please do contact Beth Morgan (Project Coordinator) on 07973915256 or bethan@boingboing.org.uk

There is a job description for each role which also includes a person specification outlining the experience, knowledge, skills and values we are looking for. If you do not meet all the essential criteria for this post but like the sound of Boingboing and our work, we encourage you to get in touch explaining your interest and we can keep your details on file for future recruitment or volunteering opportunities.

To apply, you will need to submit an application form. This includes the option to voice / video record some of your application if you prefer. We are very mindful that we are completing this current recruitment in context of the ongoing Covid-19 restrictions. This means we are doing most of it online and through digital communications. Please do let us know if we can support you with this – whether it be help to access a computer to do your application, assistance with broadband / data to attend an online interview or needing the materials in a different / alternative format. We can also print and post you the recruitment information if this will help you to apply.

For this round of recruitment, please return your application by email to bethan@boingboing.org.uk by **9am on Wednesday 13th October 2021**. Interviews will be held on Microsoft Teams on week commencing 18th October 2021.

Good luck and best wishes, we look forward to receiving your application.



Professor Angie Hart
Director (Volunteer), Boingboing Resilience Community Interest Company

About Boingboing

There is loads of information available about Boingboing online. We will therefore just highlight some of the key points in this information pack, and really encourage you to have a good look at:

our [website](#)

our [twitter](#)

our past [newsletters](#)

We co-design, co-produce and co-deliver everything we do. We focus on resilience with a strong social justice emphasis, which means we seek to tackle disadvantage and bring genuine change to people's lives around the world.

The term 'resilience' can mean different things to different people. Our definition of resilience has been refined over time and can be summarised as "beating the odds whilst also changing the odds". This means that we don't think resilience is only about an individual finding ways to bounce forward when things are tough (beating the odds), but that we also recognise inequality plays a big part in making things tougher in the first place, and so resilience is about challenging inequalities too (changing the odds).

The journey to establish Boingboing began back in 2005, when three people came together to try and better understand why some children facing similar difficulties and disadvantage did better than others. The three people were:

- Professor Angie Hart - an adoptive parent of three children with complex needs who at the time was working in a local CAMHS service as a trained Psychotherapist alongside an academic role at the University of Brighton;
- Dr Derek Blincow - a child psychiatrist with over 30 years' experience of working in CAMHS including with families and children who faced significant disadvantage;
- Helen Thomas - a social worker with 30 years' experience working in roles that focused on child mental health, child abuse, neglect and fostering.

Their curiosity meant reading literally hundreds of research papers, which when combined with their own experiences, and those of the communities they worked with, began the journey of co-producing practical tools and approaches to better respond to some of the challenges facing our children and young people. This was the start of the Boingboing community we see today, and the beginning of the Boingboing approach to resilience, also known as Resilient Therapy.

About the Resilience Revolution in Blackpool

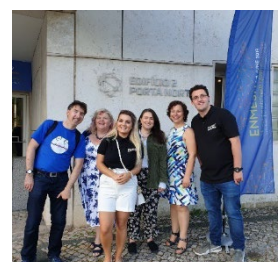
Just like with Boingboing, you can find loads of information about the world's first Resilience Revolution being piloted in Blackpool on various websites and social media channels including:

- Boingboing [website](#)
- Resilience Revolution [YouTube channel](#)
- Twitter, Facebook & Instagram: @HSBLACKPOOL

To give a brief summary; the Resilience Revolution is piloting ways to apply the Boingboing resilience approach right across Blackpool. With a focus on young people aged 10 to 16 years, the aim is to create:

A resilient Blackpool where young people see the difference, feel the difference and are the difference.

In order to drive the Resilience Revolution forwards across the whole town, we are using a co-production approach. The aim of co-production is to enable everyone across Blackpool to be active participants in finding solutions and making changes. We passionately believe that young people, their families, supporters and their community, are experts in their own lives, and they are therefore at the heart of the approach. Click below for a handful of examples of some of what the Resilience Revolution has achieved through co-production so far:



About our Sessional Roles

These roles will contribute to our focus on achieving ‘nothing about us without us’ in our resilience approach. This means we actively want to employ more people with lived experience of facing particularly tough times, to co-lead and co-deliver our work. The roles will have a specific focus on helping us to reach, engage and support more members of the Blackpool community to get involved in the Resilience Revolution. There are a range of projects to require sessional worker co-delivery. Some have started, others we might not even of thought of yet! Here are some examples of what you could work on:

- **doing research together** – we already have a range of interesting research projects underway that include topics such as the impact of Climate Change on mental health; secondary schools engagement with parents and carers; and activism as a mental health intervention. Sessional workers may want to get involved themselves, as well as support others to become Co-researchers.
- **having our say about things we think are unfair** – we have co-produced a number of responses to calls for evidence from government and other organisations including the Children and Young People’s Mental Health Inquiry and The Economic Impact of Covid-19 on Young People. There is much more to do and we want to include more voices in these submissions.
- **getting involved in campaigns to change things** – we are just about to launch an exciting new project called ‘**Activists in Residence**’. This project will focus on supporting young people, parents and carers to run campaigns for change about issues they feel passionate about. They might be micro-movements or bold radical acts; together we will develop practical skills, learn from other activists and unite to change the odds for our community.
- **sharing information through our website, newsletter, blogs and films** – we get loads of visitors to our website every day and we need to keep our content up to date and relevant. This might involve writing a blog, helping to create an animation, or designing new imagery to represent our work.
- **running training and events** – we get invited to give presentations and training all over the world, as well as run our own events, like the Resilience Forums, for others to attend. Sessional workers will help us plan and deliver at these events, as well as support peers (other young people, parents and carers) to contribute and attend.

Practical Bits

The rest of the team: As outlined earlier, we are a community of people who have a range of identities (often more than one!) including academics, parents, young people, carers, practitioners, managers, policy makers and service users – who find the idea of resilience useful in our lives and in our work. You can meet some of the community on our '[who we are](#)' page. Because these roles will be specifically focused on supporting the Resilience Revolution in Blackpool, they will be working actively alongside:

- [Louise Brinton-Clarke](#) – Co-production Co-ordinator
- [Henry Pollock](#) – Assistant Co-production Worker
- [Caroline Beswick](#) - Senior Development Manager
- [Vicki Dunham](#) – Senior Practice Development Lead

Pay: sessional roles will be paid at **£10.44 per hour**. This rate is above the [Real Living Wage](#) rate set by the Living Wage Foundation (Boingboing is an accredited Living Wage employer). We have done this both as a reflection of the tasks expected of the role, and because we recognise that sessional roles don't offer the same consistency of income that substantive roles offer.

Location: Your time will be spent working from home or at our Blackpool office on Whitegate Drive. With that said, one of the advantages of working for Boingboing is that there are lots of opportunities to travel to different places – both across the UK and internationally. Of course we can't do that at the moment due to Covid19 restrictions, but we hope to be able to offer these opportunities again in the future.

Hours: because these roles are sessional, there are no fixed numbers of hours to complete each week. We will work together to look at what each project needs alongside your availability. This could range from 2 hours a week, up to the option of working full days when required. Even if you think you may only be able to do a few hours a month, we would still want to hear from you. Because of the range of projects we work on, it will include day time, evening and weekend opportunities.

Contract: you will be employed as a 'worker' on a 'casual contract'. This is an employment status which means Boingboing is under no obligation to offer work, and just as importantly, the individual (you) is under no obligation to accept any work that is offered. Whilst this means that hours may vary, we are committed to offering sessional roles as part of our longer term staffing plans, so are building this model in to our future funding bids. At the moment we definitely have funding for these roles until at least July 2022 but very likely beyond.

As a worker, you have a range of employment rights including:

- **written terms outlining your job rights and responsibilities** – this will be based on the Job Description for each role.
- **paid holiday** – this is calculated based on the number of hours you work. We will do this calculation for you and make sure you receive the right amount of statutory annual leave.
- **payslips** – Boingboing issue pay directly to your bank account on the last working day of every month. You will receive a payslip confirming how much you have been paid.
- **protection against unlawful discrimination** – everyone is protected by the Equality Act 2010. Discrimination based on any 'protected characteristics' is usually against the law.
- **protection for 'whistleblowing'** - a whistleblower is someone who is protected by the law if they report certain types of wrongdoing.
- **not being treated unfairly** because you work part time.

Pension: We use Nest as our workplace pension scheme. We will discuss with you what your options are.

Support: sessional workers will have a dedicated point of contact within the team and will meet regularly to discuss how things are going and to find solutions to any challenges that may come up. Boingboing has a staff handbook which offers lots of support and guidance to help us all work effectively and safely. Sessional workers will have a welcoming induction to introduce these ways of working so they can become familiar and confident in what is expected.

Boingboing also hold regular whole team meetings, as well as opportunities to take part in learning and training together, including opportunities to gain accredited certificates. Because we have such a close working relationships with the Centre of Resilience for Social Justice at the University of Brighton, many of our community become associate members of the Centre too.

Depending on what is needed for each project, we will provide any equipment that is required to co-lead and co-deliver. If there is anything you are concerned about in relation to being supported in the role, or anything else you think we could provide, please let us know.

Joining our team!

So, if you've read this far, we're assuming you share our passion for co-produced resilience research and practice that puts the lived experience of young people, parents and carer at the heart. We hope you are inspired and up for getting stuck in as part of the team.

If the answer is YES, then get cracking with your application form and come and join us....

If after reading this pack you have some questions, then please do not hesitate to get in touch. Bethan is co-ordinating the recruitment for us and can be contacted on 07973915256 or bethan@boingboing.org.uk.