



Candidate Information Pack

**Young Grant Makers Co-
Facilitator 2026-27**

Registered Charity No: 207499. 13 Elliott's Place, London N1 8HX

Contents

1. Job description
2. About us
3. Staff structure
4. Enhanced benefits
5. Application process
6. Timeline
7. Contact us
8. Diversity Statement
9. Data Protection statement

1. Job description and person specification

Job title:	Young Grant Makers Co-Facilitator
Reporting to:	Laura Guy (Senior Programme Manager)
Working with:	Working within the Programme Team and supporting 12 Young Grant Makers. Sessions will be delivered in collaboration with a young person who has been a past Young Grant Maker.
Salary:	£17.00 per hour
Term:	This is a fixed term post, starting September 2026 and ending February 2027
Hours:	This role is part time (4 hours per week). Once session begin - Tuesday from 5-7pm between 6 th October 2026 to 23 rd February 2027, except for 24 th and 31 st December.
Location:	The role is office based. Cripplegate Foundation offices are located at: 13 Elliot's Place, Islington, N1 8HX. There will occasionally be a requirement to travel to visit other Islington-based organisations.
Additional requirements:	Please note, this post will be subject to a DBS check.
Probation:	This post will be subject to an initial six-month period of probation, during which performance will be regularly reviewed. Relevant training will be provided during induction as well as opportunities to develop your skills and experience.

Introduction:

Are you passionate about putting real decision-making power directly into the hands of young people?

Islington Giving has an exciting opportunity for a **Co-Facilitator** to help steer our upcoming Young Grant Makers (YGM) programme. Every year, we recruit 12 local residents aged 16–24 to become active grant makers. Most have no prior experience in funding or shaping local decisions, but they hold the lived experience as young residents needed to decide how our funds are best spent on local youth services.

Your job isn't to make the decisions for them; it's to give them the tools, confidence, and skills to make those decisions themselves. You will co-deliver this programme alongside a former Young Grant Maker, mentoring them to further develop their own leadership skills.

We don't expect you to be a grant-making expert from day one—we will train you on the funding side. We care much more about your ability to build trust with young people, facilitate group dynamics, and champion equity.

What is the Young Grant Makers (YGM) programme?

Since 2018, young Islington residents have been making decisions about how to spend some of Islington Giving's funds. They decide on what is important to them and their peers and which organisations in the borough are delivering the projects which will help them achieve their ambitions, have fun, and make the most of living in Islington.

The aim of Young Grant Makers is to give young people in Islington the means to shape their local area, their community and their opportunities, and achieve influence within local and wider society.

There are three principal objectives for Islington Giving's YGM:

- **Personal and professional development for the young people involved.** The programme will offer training, support and experiences that are directly relevant for personal and work-related development. It will help a group of young people to enjoy a real-life work experience, when other opportunities may be closed to them.
- **Skills development for the Young Grant Makers.** The programme will offer young people the opportunity to develop skills such as teamwork, people skills and emotional intelligence, communication in a group, confidence to make an argument, problem solving and analytical thinking.
- **More informed grant-making that gives young people power to make decisions.** The programme will bring young people's insights and understanding of their local borough to Islington Giving's grant-making, and give young people the confidence, tools and power to allocate funding to local groups and activities. Through this, we aim for Islington Giving's work to be more relevant to the community and the wider population of Islington's young people, leading to better projects for young people.

You can read more about Islington Giving's resident led giving and our Young Grant Makers programme on our website:

<https://islingtongiving.org.uk/participatory-grant-making-report-2018-2024/>

Purpose of role:

This is an excellent opportunity to join a small, yet dynamic team in Islington, London for someone who has the passion to help us to address inequality and poverty at a local level. This role is varied and interesting which requires someone to be flexible and adaptable, but which is incredibly rewarding for someone who is enthusiastic about this work. We are seeking somebody with an ability to build relationships with and lead others, alongside organisation skills. The most important thing we are looking for is somebody who is enthusiastic and committed to the programme.

Each year, we recruit 12 young people, aged 16 to 24 to join Islington Giving as Young Grant Makers for the five-month programme. These young people have no prior experience of grant making, have varying knowledge and experience of their local community and have often never had a voice in local decision making.

The Co-Facilitator is central to the process and helps shape the outcomes of each session and the project. You will run sessions alongside a past Young Grant Maker, providing support to them to further their leadership skills, and collaborate with them on the development of sessions and the programme.

Key areas of responsibility:

With the support of the Programme Manager, the responsibilities of the Co-Facilitator will be to:

- Co-lead and manage the programme, including helping present each weekly session. This will also involve responding to how the sessions are going and being prepared to adapt the programme if required.
- Collaborate with the Young Grant Maker Lead to support the sessions and develop the programme.
- Support the weekly sessions every Tuesday evening from October to February (with a two-week break in late December).

This will include:

- Supporting and motivating a group of 12 young people over five months, facilitating and energising them to work well as a group and support one another
- Providing individual encouragement, motivation and support to the young people
- Facilitating young people to have a voice in how the programme is designed
- Ensuring the safety and wellbeing of the young people
- Ensuring safeguarding procedures are in place and adhered to
- Help gather feedback from the YGMs to understand how the programme has worked, what's gone well/not so well, what young people got from the programme, whether it has achieved its aim and objectives. This will include:

- Capturing of formal and informal reflections and observations from all involved throughout the programme period.
- Contributing to an evaluation report at the end of the programme

Person specification:

Essential Criteria

Somebody who...

- has experience working in group sessions, ideally for young people
- can listen and use what they hear to lead
- can motivate, encourage and support young people
- conduct professionalism with partners such as youth organisations and Council colleagues
- be flexible to the arising needs of the group
- has a sense of humour!

Personal qualities and approach

Someone who is...

- reliable with good attendance and punctuality
- confident communicator with great interpersonal skills
- strong interpersonal skills when working with young people
- committed to the values and mission of Islington Giving – making a better life for everyone within the borough.

Desirable Criteria

Somebody who...

- Has some knowledge of the grant making sector.
- Has experience in co-production, active citizenship or community power-sharing roles.

2. About Cripplegate Foundation and Islington Giving

Cripplegate Foundation is a local grant-making foundation which works to address poverty and inequality in the London Borough of Islington, and a small area of the City of London.

Our vision for Islington is of an equal borough where everyone can enjoy a life free from poverty and access the many opportunities on offer in their local area.

We want to improve access to opportunities for everyone, to address inequality and to make lasting change; we do this by:

- ❖ listening to, and learning from, local people and communities,
- ❖ raising funds and making grants,
- ❖ working in partnership with local people and organisations.

We aim to maximise all our assets for our residents; our endowment and investments, our knowledge, people and networks, our grant making programmes, and our partnerships.

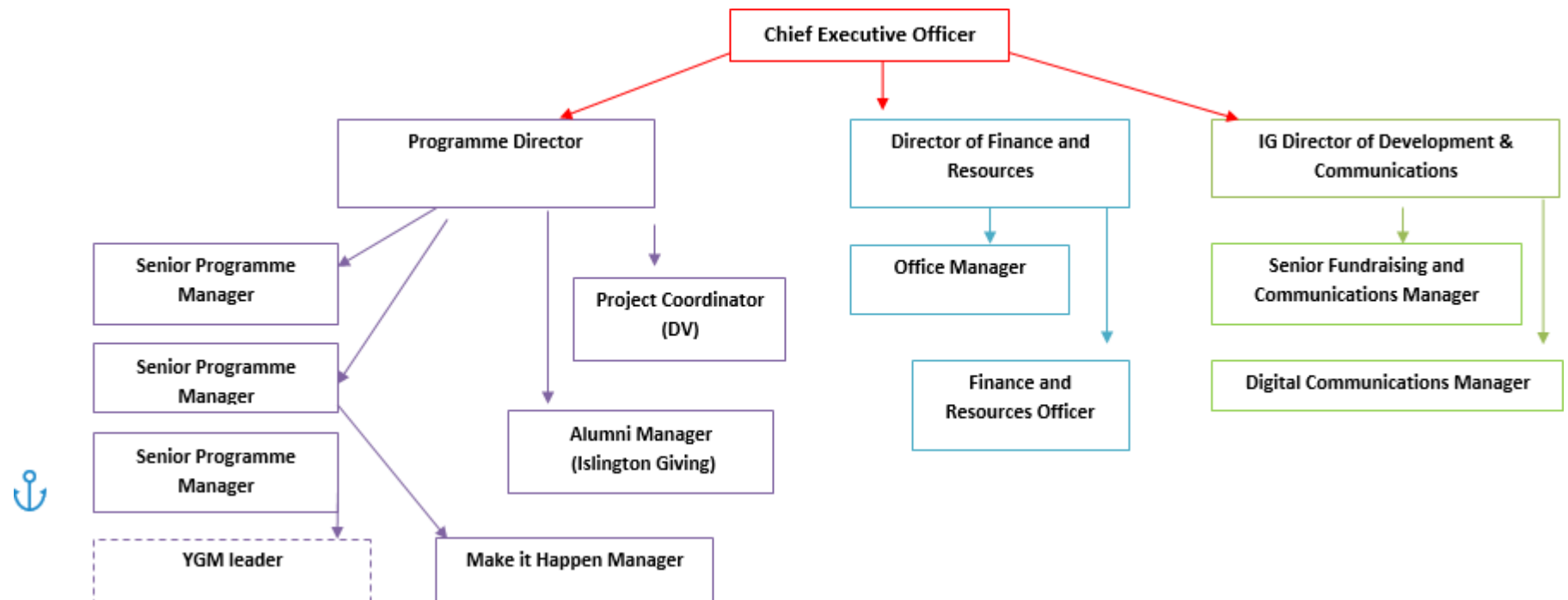
We are evidence-led, innovative and trusted. We are here to make a real impact, to challenge inequality, and to support our community and borough.

Islington Giving was launched in 2010, pioneering new ways of raising money and bringing much needed resources into Islington. This operates as a restricted fund within Cripplegate Foundation, and brings together a coalition of local, regional and national funders, residents, businesses and voluntary organisations to tackle stubborn issues of poverty and inequality. Islington Giving works with, not for, residents, and together we invest in young people, support families and reach isolated people.

Cripplegate Foundation and Islington Giving have become leaders in place-based funding. We promote a relational approach to our work, working closely with residents to determine funding priorities and to allocate grants. Islington Giving's resident-led giving has become a core element of our model.

Across Cripplegate Foundation and Islington Giving we make grants of around £2.3m per year.

3. CRIPPLEGATE FOUNDATION ORGANOGRAM



Our staff team is small, dynamic and diverse, reflecting some of the communities we support and work with and bringing a wide range of skills, experiences and perspectives to our work.

For further information, you can visit our team webpage at: <https://cripplegate.org/our-team/>

4. Benefits Package

We offer a competitive benefits package, including:

- A competitive salary.
- A salary sacrifice based employee pension scheme through Royal London, with 5% employee and 10% employer pension contributions (post probation). During probation, this is 5% employee, 3% employer.
- Generous annual leave allowance of 25 days, plus an additional 3-day closure between Christmas and New Year. This increases to 26 days after three years and 28 days after five years of service. There is also an option to buy up to an additional 5 days' leave per annum.
- Up to 2 days of volunteering leave per year.
- The option to trade easter bank holidays for other religious holidays.
- Enhanced maternity, paternity and adoption leave.
- Enhanced bereavement leave for immediate family members.
- Group Life Assurance scheme (4 X salary) for permanent staff.
- Income protection in case of long-term sickness, safeguarding 75% of salary.
- Access to Unum 'Help at Hand' app, which provides multiple health benefits including a 24/7 helpline, remote GP, mental health support, physiotherapy, financial and legal support, lifestyle coaching, and a range of wider savings and discounts.
- Annual eye test.
- Ongoing professional development and training and access to networking groups across the sector.

5. Application process

If you would like to apply for this role, please send us a copy of your **CV**, with a **covering letter** answering the below questions. Aim for 200-250 words per question.

1. Tell us about a time you facilitated a workshop, presentation or group activity group, ideally involving young people? What was your role, what was the outcome, and what did you learn from the experience
2. During a session, one participant is dominating the discussion while another appears less confident and is struggling to contribute. How would you respond and encourage more balanced participation?
3. In this role, you will co-deliver sessions. How would you approach building a supportive, equal working relationship with them?
4. What interests you most about Young Grant Makers programme and how do your values, skills and experience connect with its aim of giving young people meaningful decision-making power?

Please also complete and attach to your application the Equalities Opportunities Monitoring form. This will not be used as part of the selection process. The information given will enable us to monitor accessibility and ensure that our equal opportunities policy is being delivered effectively. The information given will be kept strictly confidential and only used for monitoring purposes.

Please email your completed application form to recruitment@cripplegate.org.uk. We will contact all applicants via email to let you know whether or not we will be progressing your application to the next stage of the process.

If you would like to talk about this role before you submit your application, please contact the line manager: laura.guy@cripplegate.org.uk or call 020 7288 6944.

Use of AI: While we understand that you may use AI to improve and target your CV towards this role, we would prefer that you wrote your covering letter without AI support. We want to hear about your personal motivations, skills and interest in this role, and AI is likely to generalise the very things that make you an individual.

6. Recruitment timeline

Deadline for applications:	Monday 31st August 2026 at 1pm
Initial interview:	Wednesday 9th September 2026
Decision made and candidates notified:	Friday 11th September 2026

7. Contact Us

If you would like any further information on the role, please feel free to contact:

Email: recruitment@cripplegate.org.uk

Mainline number: 0207 288 6940

Further information can also be found on our websites at: www.cripplegate.org and islingtongiving.org.



8. Diversity Statement

We value diversity, equality and inclusivity. Applications are especially welcomed from under-represented backgrounds, including but not limited to gender, race, age, sexual orientation and religion. We are particularly interested in receiving applications from people with experience of living or working in or with communities facing poverty and exclusion, and/or a knowledge of living and working in the London Borough of Islington.

We are proud to be a Living Wage employer and Living Wage funder. We were recently awarded AAA in the [Foundations Practice Rating](#).

Please let us know if you require any further support or adjustments with the application process, or the role, or if you require any of the application materials in a different format.

9. Data Protection

The personal information that you provide will be used to process your application for employment with the Cripplegate Foundation/Islington Giving. Personal information about unsuccessful candidates will be held securely for six months after the recruitment exercise has been completed, it will then be destroyed or deleted. If your application is successful and you take up employment, the information will be used in the administration of your employment with us. It will be kept secure and will only be used for purposes directly relevant to your employment.