



Mayday Trust

Could you be a change maker?



Mayday Trust is a charity and company limited by guarantee, registered in England and Wales. Charity
Registration Number: 1035524 Company Registration Number: 2911222

Introduction

Hello and thank you for taking the time to explore opportunities to join Mayday Trust.

If you require this information in a different format, or would like to apply in a different format, or would prefer to have an initial chat, please contact us on:

recruitment@maydaytrust.org.uk or by calling 01865 670 028 or using social media.

Mayday Trust

Mayday Trust transformed itself from a traditional charity providing supported accommodation services, to a nationally-recognised voice for radical change. We offer person-led coaching to people experiencing tough times like homelessness or leaving the social care system, and we work with organisations and local areas to completely redesign public service systems. We call our way of working alongside people The PTS Response – person-led, transitional and strengths-based.

People choose if they would like to work with a PTS Coach, developing a working relationship which is shaped and led by the individual. This creates an environment where people can identify their strengths and build on their potential, supported by community development work and access to personal budgets. People often say that the PTS Coach is, *'the first person who has really listened to me in years'*.

A recent [New Economics Foundation](#) evaluation, which followed the work of PTS Coaches over 18-24 months, found that people reported huge improvements in their wellbeing, better mental health and a reduction in anxiety. The learning and experiences from the PTS coaching relationships is how we demonstrate that a more respectful, person-led, empowering and ultimately more effective approach to support is possible. We put all of this learning into our influencing work with organisations and councils, demonstrating the possibilities when changes to public service systems happen.

This change didn't happen overnight. We took the time to listen to those we work alongside and people experiencing support systems. What we heard led to a total change to our mission and vision, and the development of the PTS Response. The learning from this period can be found in [Wisdom from the Street](#).

You can find out more about [the PTS Response](#) on our website www.maydaytrust.org.uk and via the New System Alliance <https://newsystemalliance.org/>, which is our UK-wide partnership with other radical charities that share our goal to change and replace broken support systems.

Who We Are

Our team ([Meet the Team - Mayday Trust](#)) is central to our work to build a more person-led, human public service system which puts people back in control of their life and their future. Our whole team work within our shared values and mission, bringing our unique skills to make it happen. We have huge ambition, an impressive track record and we are widely admired as a genuinely radical force for change in a charity sector that too often talks about radical change but maintains the status quo.

Equity and inclusion

Mayday Trust believes that the failing systems around tough times are damaging to everyone, but that damage is not experienced in the same way. Whether it is due to race, gender, disability, sexuality or how individuals may identify, broken systems make life harder for anyone who doesn't conform to what is seen as 'standard'. We recognise that to truly create a radical and impactful organisation we need a staff team that is representative of all of the communities we look to support and we are committed to supporting and encouraging applications from groups underrepresented in the charitable sector.

We support the Disability Confident scheme and we are open to making reasonable adjustments to the application and interview process to ensure that everyone who is interested can apply. Please use the contact details above to discuss this with us.

We can also discuss any relevant practical or other assistance which would support your application. Please get in contact.

What our team say

"I'm most proud of creating a safe non-judgmental space where people feel comfortable sharing what they've been through and their hopes and dreams moving forward." **Mel**

"One thing I want to celebrate is the human spirit. We get to mirror back someone's courage, joy and previous strides so that they can be reminded of how amazing and strong they are. And *then* we get to witness and celebrate their achievements." **Jhoana**

'I have never worked in such a person-led, human environment before. I know that sounds silly – we are all humans – but usually processes and policies turn you into employee numbers and outputs. Not here. I am celebrated for being my whole self and that is so freeing'. **Ciara**

The Problem - The systemic institutionalisation of people accessing support services.

The Vision - A world where systems work for people going through tough times.

The Mission - To model a person-led, transitional and strength-based system alongside people going through tough times and to build a movement of people and organisations to change the current deficit-based systems.

The three core principles of our work are:

Listening deeply: Using our Wisdoms methodology, we aim to be led by people going through tough times and what matters most to them.

Offering the PTS response to individuals: We work directly with people going through tough times in using our person-led, transitional and strengths-based response, and we support other organisations to adopt and develop the PTS.

Influencing through doing and connecting: We demonstrate how to think and work differently, and we re-design local systems and national policy, with partners including the New System Alliance.

Our values. We are:

- **PEOPLE LED** In everything we do: we are led by people going through tough times.
- **STRENGTH-BASED** We always look for people's strengths and potential in our work, our recruitment and how we work together as a team.
- **CHANGE MAKERS** We are radical, creative and imagine a very different future, while always being willing to meet people where they are.
- **KIND AND CURIOUS** We are never afraid to challenge others and ourselves, but we do so with kindness and humility. We are curious and want to learn. We take risks, get things wrong and are open to change.
- **RESILIENT** We are brave, we persevere and we aim to build our own and others' resilience. We keep our promises and we don't give up on people when others write them off.
- **INCLUSIVE** We are committed to building the inclusiveness and diversity of our team and our work. We challenge oppression and build equality wherever we can.

Strategic Objectives for 22-23

1. Grow the PTS Coach network, directly delivered by Mayday and through supporting organisations to adopt the PTS Response, and continually adapt and improve the approach.
2. Build and spread the evidence for the PTS response and for systems change. Improve and adapt our approach based on what we learn.
3. Influence local and national charities, provider organisations, NHS and governments & build a movement of activists and organisations.
4. Build and diversify our income streams including a wider range of grant funders mission-aligned contracts, membership income and corporate and public fundraising.
5. Make Mayday a consistently supportive, creative and inclusive place to work with a high-performing team and strong internal communications.

The PTS Response

Area of work	Traditional support work	The PTS response
Referral	Appointment, eligibility & assessment. Support planning early on.	Meet safely on your terms Get to know each other first
Support	Led by service's priorities and timetable.	Person-led goals & schedule. Brokerage & personal budgets.
When services don't work	Aim for service user's engagement and compliance.	Support individual to challenge and change what's not working.
Endings	Signposting. Cliff edges at the end of services.	Option to pause/ vary support. Build informal networks which reduce need for us.

How we work

Please check the job description of the role you are interested in to see details of terms and salary.

Mayday Trust seek to acquire the very best talent from across the UK to work with us, and have established a remote working model to allow us to do this. We do not have a physical office and therefore our roles tend to be home-working, but check the details of the job you are interested in for more detail. This makes our focus on great communication skills even more important. We get together as a team and with our board two or three times a year, which can include overnight stays. We pay reasonable travel expenses within England for home workers.

What you can expect from us

We are building a culture where we all feel valued. This is person-led and changing, but you can expect:

- A certified disability confident employer who will work with you to understand and support any accessibility requirements
- Access to private medical cover which allows you to reclaim expenses for medical services such as dental, chiropractic, optical, counselling and therapeutic options, also offering legal advice, training and retailer discounts.
- Paid sick leave upon completion of your probationary period which extends with your years of service.
- Pension enrolment, Life assurance and Death in Service benefits.
- Enhanced Maternity/Paternity Pay benefits (timings during your journey are laid out in our internal policy which we are happy to share), and adoption/surrogacy leave.
- Access to training materials and opportunity to contribute to helping to evolve our growing training and development offer.
- 26 days annual leave (pro rata for part time posts) plus bank holidays, increasing up to a max of 30 days with length of service. An additional day off for your birthday.
- Genuine flexible working options.

Application and Interview Process

We are actively seeking to maintain and build our team's diversity and would encourage people from backgrounds and communities under-represented in the charity sector to apply.

If you have any questions about this opportunity, or would value a confidential discussion, please briefly outline your query in an email to recruitment@maydaytrust.org.uk which will enable us to ensure the most appropriate individual comes back to you.

We support the Disability Confident scheme and we are open to making reasonable adjustments to the application and interview process to ensure that everyone who is interested can apply. Please use the contact details below to discuss this with us.

Please submit the following:

- A completed application form (this can be found on our website, or contact our team for a copy). You are welcome to add your CV to this.
- A covering letter setting out your motivations for applying and the added value you would bring to Mayday Trust in this role (maximum 2 sides of A4);
- We will supply you with a separate equal opportunity form which will be kept separate from your application.

Your application can be submitted via email to recruitment@maydaytrust.org.uk

See job adverts for details of closing deadlines and interview specifics.