

CHANGEMAKER MEMBERSHIP PACK 2026/2027





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Welcome from the Sector Support Team

If you are new here - Welcome!

To those of you who are long serving members of the network, we thank you for your membership and please take a look at the improvements we have made and the help and support available to you as explained throughout this pack.

We can assure you, you are among friends and colleagues who all share the same passion and mission for making the services to young people sustainable, supportive and of real value in providing the tools and support to overcome some of the current challenges they face.

By joining the Changemaker network, you join a community of like minded people committed to tackling injustice, driving change and helping young people in a safe and compliant way.

Please make your way through the pack and review the support offer available to our members, through accredited training, organisational development, networking, leadership development and bespoke courses to help your team maintain their professional development and to help your organisation grow.

Oxfordshire Youth is Oxfordshire's leading youth work charity and, with our partners, we are endeavouring to ensure that best practice youth work is fully accessible and available to all young people.



Changemaker Network - 2026/2027

We are excited to welcome you to the newly refreshed Changemaker offer!

The Changemaker membership offer has been reviewed based on feedback and input from **within the network**, to ensure we are offering the **right support, training and networking opportunities** to our members to help them build a more **resilient** business, focusing on **quality, leadership and training**.

We will offer a flexible approach to our training with a core of good quality provision providing a pathway into the Youth Sector. With additional skills, knowledge and expertise offered to compliment your existing team members in their roles and to enable them to provide the right support to young people in light of any common or new challenges that exist.

We want to build your profile as an organisation and understand your challenges and needs as a large or small team delivering youth services, this will then also help us to tailor support more specifically to your needs and the needs of the sector going forward.

There will also be an opportunity to **develop leaders** in the organisation, with additional workshops created to cover some of the typical areas of challenge for a leader in this sector as identified through some of our mentoring work done over the past year.

We can offer an opportunity to engage with some of our **specialist organisational development support** when setting up or auditing your organisation to ensure you have the right policies, procedures and over-arching strategy in place to maintain a strong and **compliant** organisation going forward.

We are committed to providing a **supportive, accessible and informative** service enabling you to remain **resilient** as an organisation while delivering the best possible offer for the **young people of Oxfordshire**.

We continue to work closely with local district councils to identify opportunities for our network to support you through **grants** to strengthen the sustainability of the sector youth organisations, notification of these will be through our sector insider newsletter and on our website.

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Benefits of being a member of our Changemaker network:

- **Qualification** pathway, Mandatory **training** offer and **bespoke training** tailored to the needs of your organisation
- A **cost reduction** on Training offered through Oxfordshire Youth
- **Jobs and Opportunities hub** - Platform to upload any vacancies you have and Volunteering opportunities
- Access to our Changemaker website for **resources** - templates, policies etc.
- Annual Sector census **survey report** - to give insights and updates for Oxfordshire
- Monthly **Youth Sector Insider newsletter** - updates, insights and opportunities.
- Changemaker network **meetings bi monthly** in varying locations
- **DBS Umbrella** - 3 free DBS checks for your staff or volunteers
- NEW! - Access to **Leadership development** workshops for senior leaders in the business
- **Direct access** to support with Organisational development sessions and small group workshops
- In development 2026/27 - Our **BRAND NEW Quality Mark**.

We are keen to support you in the coming year, please complete our membership form if you would like to be part of the Network.

We look forward to working with you, Sector Support Team

Background

Since 1947, we have championed the young people of Oxfordshire and seen many generations steer their own lives, and their communities in amazing directions.

In 2022, Oxfordshire Youth celebrated its 75th anniversary. The entire staff team cocreated a new Vision, Mission and Values for the organisation that reflect the dedication and calibre of our team and their aspirations for the young people of Oxfordshire. In 2023, Oxfordshire Youth conducted an in-depth review of the sector, engaging in conversations with current members of the Changemaker Network as well as individuals with a keen interest in the support we provide. In addition we sent

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out a sector wide survey in January 2025, with this and an additional review in May 2026 we have used the feedback to make improvements and we are confident that the offer outlined in this pack will provide significant benefits to your organisation, employees, young people and local communities across Oxfordshire.

Whilst there is currently no additional funding from the National Lottery or the Prudence trust in place we will continue to offer the sector support and Changemaker membership as part of our core offer to the sector.

Vision

A future in which every young person has the skills, support, and connections they need to thrive.

Mission

Through the power of youth work, we transform young people's lives, unite communities, and tackle inequality of opportunity.

Values

- We listen and respond to the wisdom of young people.
- We commit to anti-oppressive practice.
- We champion wellbeing.
- We prioritise reflection, learning, and growth.
- We act with integrity and courage.
- We make space for innovation and fun!

Network Benefits

Overview

Benefits of being a member of our Changemaker network:

- **Qualification** pathway, Mandatory **training** offer and **bespoke training** tailored to the needs of your organisation
- A **cost reduction** on training offered through Oxfordshire Youth
- **Jobs and Opportunities hub** - Platform to upload any vacancies you have and Volunteering opportunities
- Access to our Changemaker website for **resources** - templates, policies etc.
- Annual Sector census **survey report** - to give insights and updates for Oxfordshire

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- Monthly **Youth Sector Insider newsletter** - updates, insights and current sector developments
- Changemaker network **meetings bi monthly** in varying locations
- **DBS Umbrella** - 3 free DBS checks for your staff or volunteers
- Access to **Leadership development** workshops for senior leaders in the business
- **Direct access** to support with Organisational development sessions
- In development - Our **BRAND NEW Quality Mark** - 3 levels to achieve

Training and Workforce Development - Prospectus

Training and development pathways

We have created a new visible pathway into youth work and through our changemaker network we have established a platform for new roles to be visible and accessible. We will provide access to appropriate training for entry into the sector and additional training for those already in roles to compliment current skillset with additional knowledge and skills to help equip and enable individuals to overcome some of the new challenges that may arise. (Please see our updated prospectus for more information)

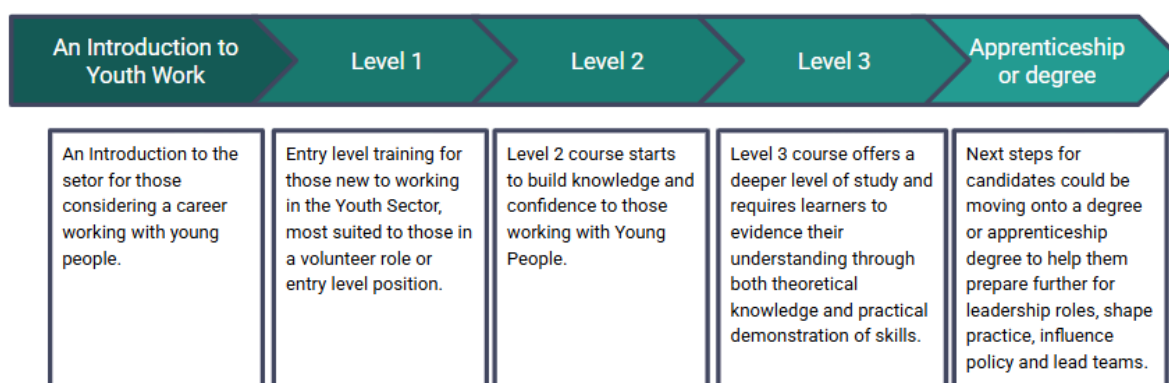
We have created the job and skills hub where you can add any upcoming roles - whether employed or voluntary roles and we can support candidates to prepare them for placements if they are at the beginning of their journey or somewhere in the middle!

What we will offer:

- Clear pathway into the youth sector from entry to expert level
- Introduction to Youth work and the variety of roles and support services available
- All mandatory training, skills and DBS checks required to volunteer in roles across the sector (all volunteers trained through us would be supported to join the update service too - making it quicker to join a new team)
- Bespoke training offered to organisations to support with thematic challenges being faced by young people
- Leadership workshops offered to support people in senior roles across the sector with the ambition of providing knowledge, skills and peer support to enable you to feel better prepared to support your team and the growth of the organisation. (See our updated prospectus for more information)

Career Pathways in the Youth Sector

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Sustainability

To support your organisation's long-term sustainability, we continue to run fundraising clinics that help groups stay informed about emerging trends and develop effective strategies for securing funding.

Our team brings extensive experience in preparing successful applications for grants and trusts of all sizes. As part of the Changemaker Network, you can access tailored support whenever you need guidance with a funding application.

At Oxfordshire Youth, we are committed to championing your work by connecting you with relevant funders and businesses where there is strong alignment, and we will do this by sharing in our Youth Sector Insider, Networking events and meetings. Please also remember to review our Youth sector Insider monthly updates sent out to you on email.

The Changemaker network allows us to share knowledge, opportunities, and expertise in a collaborative and supportive way.

Look out for our **Fundraising workshops** through our Organisational support as well as our Leadership support, these are all free to our Changemaker members.

DBS

DBS (Disclosure and Barring Service) checks, formerly known as CRB checks, are criminal record checks that help employers make safer recruitment decisions, especially when hiring individuals to work with children or vulnerable adults. This is such an important



safeguard in our work, and so we provide this essential service to the sector at discounted rates!

D.B.S Verification Training

The best way to speed up the D.B.S process is for your organisation to have named an individual as a verifier. Becoming a verifier is a simple process which our D.B.S coordinator can talk you through.

Value of a D.B.S check

The Disclosure and Barring Services (DBS) process and issue DBS checks as part of a safer recruitment process. They share varying levels of someone's criminal record. A DBS check serves to:

- **Protect vulnerable groups.** DBS Checks are designed to prevent unsuitable candidates from working with vulnerable people. If you have employees who will be working in regulated activity with children or young people, it is against the law to employ someone who is barred from working with these groups. DBS Checks are a vital part of the safeguarding process.
- **Legally compliant.** It's illegal to employ someone to work in regulated activity with children or if they've been barred from doing so. Avoid risk to both your organisation and the vulnerable groups it works with, by carrying out relevant DBS Checks when required.
- **Part of building confidence.** DBS checks are a step towards ensuring you are hiring the right people for the position. They will only be relevant from the moment it's completed and will only support identifying criminal records of those that the law are aware of.

A DBS check must be used in conjunction with an effective **Safer Recruitment process**, and employment of good management, training, monitoring and supervision processes. When used together these measures offer a more holistic approach safeguarding.

Our Changemakers are entitled to 3 admin-fee free checks this year.

For information on our DBS process, and how you can become a signatory within your organisation to help speed up the process, email Alice on dbs@oxfordshireyouth.org

Ensure you look out for our **Recruitment support workshops** - free to our Changemaker network.

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Partnerships and Networking

The Changemaker Network has been created to strengthen and connect organisations working with children and young people across Oxfordshire, providing the support, knowledge, and opportunities needed to build long-term sustainable and resilient organisations. We aim to do this through collaboration, shared learning, and targeted development opportunities. Through the CHangemakers Oxfordshire Youth aims to help organisations grow their capacity, strengthen their workforce, and develop the skills and confidence needed to respond to the changing needs of their local communities and young people within them.

We recognise that many organisations face increasing pressures around funding, staffing, governance, and service delivery. The network has therefore been designed to provide practical and strategic support that enables organisations not only to survive, but to thrive.

Through our networking meetings and other Changemaker opportunities we want to encourage partnership working, peer support, and shared expertise, we aim to foster a stronger, more connected voluntary and community sector that is better equipped to deliver lasting impact for young people.

Look out for our **Changemaker Network meetings** - we will invite you to attend them as we offer a range of face to face and online meetings, and we aim to vary the locations to allow for others to join that may not normally be able to travel far.

Geographical Groups

There are some opportunities to be involved in some more localised groups being formed to focus more locally on the challenges and opportunities local to their communities. These groups will continue to foster the same collaboration and support offered to the wider Changemakers, they will just be a smaller network across some towns, villages and districts, to ensure that local voices are heard and the projects are relevant to the specific needs of that area.



Current groups that exist that we support are:

- South and Vale Youth Partnership
- West Oxfordshire Partnership
- Cherwell Youth Partnership (Banbury)
- Oxford City Youth Partnerships



Policy Support

As part of the Changemaker membership, organisations will have access to our dedicated Organisational Support offer. This provides tailored time with members of our team to help you develop, review, and strengthen organisational policies and procedures, ensuring they remain effective, compliant, and fit for purpose.

We will also deliver a programme of workshops focused on common areas of organisational challenge. These sessions will provide up-to-date guidance, practical information, and sector insights, alongside dedicated time and support for organisations to review and develop their own policies. By working alongside peers and colleagues addressing similar priorities, organisations will benefit from shared learning, collaboration, and the exchange of best practice.

You will also have access as a member to our resources that will be available to download - a selection of templates and examples for you to reflect on and use as guides to help you get started.

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Information and Bespoke Support

Quality Mark - Brand New! (launching later in 2026)

We are excited to launch a brand-new Changemaker Quality Mark later this year through Oxfordshire Youth. This initiative has been designed to recognise and celebrate the dedication, hard work, and commitment of organisations striving to create safe, sustainable, and high-quality environments for children and young people across Oxfordshire.

The Quality Mark will support organisations on their journey towards becoming more resilient, compliant, and impactful, while also recognising excellence in areas such as organisational sustainability, workforce development, Youth Voice, partnerships, and best practice. Through this framework, we aim to help organisations strengthen their capacity, build confidence, and demonstrate their commitment to continuous improvement and long-term growth. With the added benefit of enabling organisations to demonstrate good practice when working with public sector, education and business partners across the county.

More than just an accreditation, the Changemaker Quality Mark will provide a pathway for development encouraging collaboration, shared learning, and investment in the people, policies, and practices that enable organisations to thrive. By recognising strong foundations

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and celebrating progress, we hope to empower organisations to continue creating meaningful opportunities and positive outcomes for young people throughout Oxfordshire.

Pricing

Membership runs - May - April - (if joining part year see payment structure below)

Membership runs May - April	Income under 300k	£300k - 1m	income over 1m
	£80.00	£125	£150
half year costings			
If your organisation joins halfway through our membership year (September – December), you will only pay 50% of the fee, and if your organisation joins between January – April your organisation will pay the remainder of the current year, at a 25% rate, plus the next year.	£40 or £100	£62.50 or £156.25	£75 or £187.50

Connect

The Sector Support team and the wider team across Oxfordshire Youth are here to help you. Please get in touch so we can get you started today.

Follow us on the socials below and keep an eye out for **course dates** on **Youth Sector Insider** and our **website**.

Sign up here for the Youth **Sector Insider** .



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