FREDCAMPAIGN.ORG

Youth Management Board - Terms of Reference (TOR)

These Terms of Reference (ToR) present the Youth Management Board's (YMB) main functions and responsibilities.
Agreed by the members of the YMB in line with the FRED Youth Led campaign, reviewed by the hosting organisation of RJ4All.
https://www.fredcampaign.org/

I. FRED Youth Campaign: Empowering Young Voices

Established in 2020 by young volunteers, the Fairness, Respect, Equality & Dignity (FRED) campaign is a youth-led initiative hosted by the Restorative Justice for All International Institute, with the mission to:

1. Promote FRED values, particularly focusing on marginalised youth.
2. Provide direct support regardless of location, offering advice, volunteering opportunities, educational programs, and social action projects.
3. Challenge stereotypes about young people, especially those at risk of marginalisation due to various factors.
4. Encourage civic participation among young people locally, nationally, and internationally.

II. Youth Management Board

The Youth Management Board is a driving force behind the FRED Campaign, an innovative youth-led initiative dedicated to empowering young people and amplifying their voices. Comprised of a diverse group of young volunteers, the board actively leads programmes that champion the values of Fairness, Respect, Equality, and Dignity.

Central to the board's mission is the development of initiatives that directly benefit young people, particularly those at risk of exclusion due to factors such as race, socioeconomic status, mental health, gender identity, physical ability, or sexual orientation.

The FRED Campaign's YMB is an invitation to young people to step into leadership, harness their potential, and contribute to shaping a fairer and more just future.

Supported and mentored by the Restorative Justice for All (RJ4All) Institute, the board's purpose is:

- To spearhead impactful social action projects and advocation,
- To offer educational resources,
- To provides direct support to marginalised peers through comprehensive advice,
- To develop volunteering opportunities,
- To identify and voice needs of the community/peers.
- To provide a platform for youth voices through publications, blogs and forums.

III. Core Aims

Fairness: To give opportunities to marginalised youths.

Respect: To creates a safe space where young people can share their ideas/feelings.

Equality: To will bring together peers from different backgrounds.

Dignity: To encourage participants to contribute to the community.

IV. Structure & Composition

The Youth Management Board (YMB) members are recruited through an open call and are independent of RJ4All to be reviewed annually and can be restructured according to the needs of the board.
Membership can consist of but not limited to with key responsibilities changing on needs:

- **Executive Director –** Sets agenda/priorities/meetings (according to propositions from the board); keeping in line of FRED mission and aims.
- **Deputy Executive Director –** Internal organisation/communication, acts in assistance and in place of ED when not available.
- **Head of Community Outreach & Network Development –** Communication and engagement with those external stakeholders to the YMB and with host organisation of RJ4ALL.
- **Head of Youth Engagement –** Communication and engagement of peers/young people, keeping the integrity of the mission of FRED being youth-led.
- **Head of Online Content –** Overseeing and monitoring of online content in line with agreed values and principles, including updating and approval of content.

The YMB is **independently run** but assisted by members of RJ4All's internal and external team, appointed by RJ4All's Founder & Director, Prof. Dr. Theo Gavrielides with the aims of aligning to RJ4All's values and aims.
There will be a designated connection from the RJ4All Insitute to be used as a communication point between the two bodies.

V. Hosting Organisation: RJ4All

Restorative Justice for All (RJ4All) is a charitable, user-led international institute with expertise in preventing and addressing harm at the individual, community and inter-state levels. We are one of the world's leading experts in transferring complex criminological and social justice concepts into practice through real-life pilots and community projects.
At RJ4All, we view and deal with harm in a holistic manner and through positive, user-led methods. Our projects and campaign work are drawn from the belief that the most persistent driver of inequality is power abuse and that the bio-power that exists to prevent and control it is found in restorative justice communities.

Being founded upon the restorative justice values of power sharing, fairness, respect, equality and dignity, the FRED campaign is hosted by the RJ4All Institute.
RJ4All, therefore, supports the campaign and the team of young volunteer managing it (Youth Management Board)

VI. Pledge

As YMB members, we ascribe to the general mission, vision and values of the RJ4All Pledge, that through the restorative justice values of power-sharing, equality, dignity, respect and involvement in decision-making, we can achieve better justice for all.
Therefore, as associates of RJ4All we assign to the International Restorative Justice Pledge: https://rj4all.org/irjp/