**Flanders (Ben) BENOIT**

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**Personal Statement:**

I am self-motivated, energetic and enthused. I actively embrace change, allowing me to work with high degrees of professional autonomy whilst remaining a strong calm and effective team player with the determination and influence to achieve the desired outcomes of the service that I work in.

I am excellent at maintaining good relationships through clear and open communication. I have learnt the importance of being flexible and resilient in order to accommodate changing circumstances, whilst maintaining focus of the ultimate target. I have learnt the relevance of always remaining calm under pressure and have shown the ability to create safe, happy, stimulating, learning environments for staff and young people that I work with.

My passion for personal development and extensive training in life coaching; seeps through in my work and keeps my environment a focused, fun and happy place, enabling everyone to work to their best potential. I am a very caring patient person and I understand the importance of humility, respect and empathy when working with others, I am reflective in my practice and life and share and support as required.

I possess the enthusiasm, energy, level of commitment and discipline to be an asset to any environment that I work in

 **Qualifications:**

Social Policy & Public Administration (Bsc) Hons University of North London (1997 – 2000)

 O Level English & Maths (Waltham forest College) (1991)

 GCSE Clissold Park School Grades (1 - 3) (1976)

Training

ILM Leadership & Management

Peer Education

Teacher Training

Health and Safety

Introduction To Counselling

Life Coach Training

Management Community Dev (1-3)

Transforming Youth Work ( 1 - 2)

NEBS management Training

Sports Leaders

Basketball Coach L2

Football Coach L1

Working with young men

Fitness Instructor (YMCA)

Health & Safety

Youth Work Training

Vocal Coach

Presentation Training

Workshop Training

Personal Development

**Activities / Membership**

Workshop Instructor

Connexions PA Training

Common Assessment Training

 • School Governor Risley Avenue Primary School

 • Tottenham Carnival Committee member

 • Reading

 • Running

 • Swimming

 • Fitness Training

**Life Coach 2014 - 2022**

I have been working as a Life Coach since 2014 facilitating workshops and tailoring various personal development programs as my clients require working between the UK and Cyprus, helping individuals to find their focus, identifying their goals whilst tracking their progress helping them stay motivated along the way giving them objective feedback and encouragement.

I will meet with my client once a week by phone or Skype between 45-60min in each of their life coaching sessions I will plan and review their focus goals and action areas.

My areas of focus: Job & Career, Personal Growth, Money & Finance, Self Esteem, Personal Relationships, Health & Fitness, Personal Organisation, Quality of Life, Management & Leadership

**Senior Manager Royal Borough of Greenwich**

**(Targeted Youth Support Team) (January 2009 – July 2014)**

 Working at the Royal Borough of Greenwich, I have been responsible for managing specialist programs, developing implementing and evaluating programs for the Targeted Youth Support Team:

Managing Support Through Early Intervention program, Schools Program, Deter Program & Youth Inclusion Support Program, (Youth Justice Board), Managing Summer programs & activities.

The above programs were mostly targeted and tailored to the young people needs, some were low risk and others were high risk, whilst the work during the summer time and at various schools were generic and included a wide varied mix of young people.

I had to research and develop educational programs for young people, carry out a need analysis to determine their needs and interest prepare a budget and feedback to my line manager.

My work also consisted of working together with other partner agencies and meeting regular at steering groups & board meetings where we would determine the direction of the various projects, setting goals and targets and action plans for the various partners involved: Police, Schools, Colleges, Social Service

My work also consisted of the development and execution of a variety of informal educational programs, which were incorporated and delivered through recreational, sports, trips and cultural activities. All educational programs were planned, implemented and certified by my self with a recognised accreditation.

All the programs that I administered were evaluated for its effectiveness with regular planning and budgeting meetings at intervals. I had to also provide monthly reports and regular updates to my line manager as required and as emergencies occurred.

 I had to ensure that all programs and activities implemented were according to the relevant legislation policies and procedures which included health and safety and safeguarding.

I managed a team of 5 – 10 staff depending on the time of the year; I found that when managing a team, leading by example and clear communication is paramount.

I provided my team with regular supervision in order to ensure that they are clear of what is required of them, set goals and targets and dead lines and review them at regular intervals and adjust them as required. This process would also give us the opportunity to identify any issues and take necessary steps to address them in a timely manner.

**Leadership Manager The Peace Alliance**

 **(Youth Leadership Centre) (2007 – 2009)**

I worked for the Peace Alliance as the Leadership Academy Co-ordinator. I have had the opportunity and pleasure of developing this project from the beginning, and putting in place various policies and procedures as required to run a quality Youth Leadership Academy.

 The Youth Leadership Academy is Holistic program based on an integrated approach; which targets young boys between the ages of (8-16), at risk of exclusion. The aim of the program is focusing on the reduction of anti social behaviour and the reduction of youth crime in the vicinity.

 My role involved developing all the necessary policies required I have had to take into consideration all the required and necessary policies such as; Health and Safety and Safeguarding and Quality Assurance

as well as research a range of various materials to inform best practice such as needs assessments, curriculum materials, Project and Session plans and effective evaluation procedures, in order to deliver a quality program to the highest standard.

Other areas of my role was to network with other organisations such as the schools, social services, Youth Offending Service, police, youth service to arrange a number of strategic and ongoing meetings, to ensure we delivered a high standard program with measurable outcomes in accordance to youth policy.

I have found it is very important that I meet regularly with all partners to build a good relationship. I regularly had to chair the multi agency committee meetings and ensure all the minutes go out in good time so we have clear updates and actions from the committee meetings confirmed.

To ensure the smooth running of the project I have put in place service level agreements with all our partners involved and to be able to negotiate with individuals and senior officers to resolve delicate issues.

**Haringey Council, Operations Manager (July 2006 – July 2007)**

My role as the Operations Manager, I was responsible for managing 6 Youth Centres and 4 Centre managers. It was my responsibility to ensure that all centres had the necessary policies and procedures, which included Health and Safety, Safeguarding, Fire evacuation and all staff were informed and trained within these policies.

I ensured all my staff received their annual appraisals where we would set annual targets for the team and review progress on these targets through our monthly supervision sessions. We would also have weekly staff meetings where we would share information and address any issues.

I have been instrumental in the development of underpinning all programs delivered with the opportunity of young people gaining a national accreditation award in the following: Asdan, AQA, Duke of Edinburgh Award. In order to ensure effective delivery of programs and activities, I did a staff skills audit to identify the areas that needed further development. I supported and encouraged staff to increase their knowledge and skills by attending necessary training so they are in a good position to support the development of young people they are working with.

I have designed and implemented numerous education and sporting programs and personal development programmes within the service.

As part of the senior management team within the Youth Service, we would meet monthly to discuss the future of the service and make strategic decisions based on the needs of the service.

**Positive Futures Manager Haringey Council (July 2002 – August2005)**

I was the lead individual for the development of the Positive Futures project in Haringey Council. The Programme was a new government initiative funded by the Youth Justice Board to engage at risk young people through sporting activities underpinned with an educational programme.

In developing this programme I built strategic links with SPURS FC and other recognised sports organisations within the borough and developed partnerships for delivery of sporting activities to our local at risk young people. All partnerships were underpinned with Service Level and Partnership agreements, clearly defining agreed expectations, areas of responsibility and accountability as well as aims and objectives.

I managed 2 full time staff, 6 part time youth workers and 6 sports coaches. I have had the pleasure of developing various structured sports programmes underpinned with an education program working in partnership with local secondary schools.

The program was very innovative and in addition to providing the young people with the opportunity of gaining a football coaching level 1 and 2 I also developed the following: Home Work Club, After School Football Club, After School Basketball Club, Athletics Club, Weight Training, IT Club and Wrestling Club. All these programs were also underpinned with the opportunity of gaining a national qualification: AQA, ASDAN, Duke of Edinburgh Award, Youth Achievement Award, Recorded Outcomes.

I also managed outreach and detached program within the project

We would target various problematic estates and the various ringleaders within known gang members. We provided a mini bus that would pick up the young people and support them in attending various Positive Futures Activities in Haringey.

What I enjoyed most about this project is the freedom to being creative. I networked with other agencies / organisations: (Haringey Drug and Alcohol Education, Haringey Sexual Health Education, London Towers, Haringey Basketball Association, Community Wardens, Connexions, Youth Offending Service, YISP, Police, Education Welfare, Schools) We all developed a strategy to working together and being strategic in working with the young people to develop better outcomes.

**Lancastrian School Haringey Council 2001 – 2002**

During my time at the school I established excellent relationships with the children, parents and colleagues. I planned for progression, teaching sequence of lessons, which took into consideration the children’s prior learning and their next steps.

I developed systems for assessment which enabled me to track the children’s progress and really and allowed the Gifted and Talented children to progress in consistent way. I produced detailed lesson plans and evaluations throughout the experience and demonstrated knowledge and understanding of a range of teaching and learning strategies across the different curriculum subjects. I was able to differentiate work, in particular for the Gifted and Talented and Special Educational Needs children in the class.

 I developed confidence and consistency with my behaviour management and devised a traffic light system of rewards and sanctions to manage the behaviour in the class, which worked excellently.

I made it my job to challenge and inspire pupils to help them deepen their knowledge and understanding.

 **Special School Teacher Pupil Support Centre (Haringey Council) Conel College (July 2000 – 2001)**

The Pupil Support Centre is a large school, based in a multi cultural area within Haringey delivering education to young people who have been excluded from mainstream education due to their behaviour. Whilst working in the Pupil Support Centre, I learnt about the varying educational needs, social and economic factors that affect the young people with their attitude to education and learning.

I also learnt about the range of backgrounds, abilities, needs and strengths that one class can hold. During my time at the school I have worked with and taught Minority Ethnic children, Gifted and Talented children, those with Special Educational Needs and those with English as an Additional Language.

I learnt that as a teacher, in order to cater for the different needs in the class, it is essential to differentiate the curriculum. I developed excellent differentiating skills, when planning the curriculum for my class, because of the children’s diversity of abilities and needs. I developed excellent principles of equality of opportunity and I made it my duty to ensure that every child in my class had access to the curriculum.

I carried out my music specialism project at the school and life coaching and it worked with my class

Typical work activities include: work and plan lessons in line with national objectives, encourage, monitor and record the progress of individual pupils, and devise and adapt resources to suit the students.

**Interests, Skills and Personal Achievements:**

I am very interested in Personal Development, Life Coaching, sports, and keep fit. I have spent over ten years coaching and training young people in keep fit and weight training.

I love music and singing and used to run a record label in my spare time and was executive producer.

 I am very passionate about helping young people and giving back to society, recognising that young people are our future and it is worth investing in them.