



YEF Violence Against Women and Girls (VAWG)

Race Equity Associate

Role description

Reports to: Violence Against Young Women and Girls Lead

Pay: £650 per day (inclusive of VAT)

Deadline: 9am 20th September 2026

About the YEF

The Youth Endowment Fund (YEF) is a charity with a mission that matters. We exist to prevent children and young people from becoming involved in violence. We do this by finding out what works and building a movement to put this knowledge into practice. The charity was established in 2019 with a 10-year, £200 million endowment from the Home Office.

YEF's focus on VAWG

Violence against women and girls (VAWG) refers to gender-based violence that disproportionately affects women and girls, most often carried out by men and boys. It includes domestic abuse, sexual violence, child sexual exploitation, online harms, harassment, stalking, so-called 'honour-based' abuse and harmful practices. These behaviours often form part of wider patterns of power, control and coercion.

Within YEF's work we are focusing on harmful behaviours and attitudes that:

- are relevant to our core age group of 10–17-year-olds, with consideration for young adults where appropriate;
- involve other young people, including peer-on-peer relationship abuse, sexual violence and exploitation;
- are preventable through evidence-based prevention, early intervention, and support for young people demonstrating harmful behaviours;
- include contexts of heightened risk, including online spaces; and
- consider transitions into adulthood where some forms of VAWG escalate.

Our work focuses on both primary prevention for all children, such as universal Relationship, Sex and Health Education (RSHE), as well as secondary and tertiary prevention for children at higher risk of using harm.

VAWG and racial disparities

There are significant [racial disparities](#) in children's experience of violence, and across all sectors involved in preventing these harms. Black, Asian and Minority Ethnic children face additional barriers to disclosure and help-seeking for VAWG. Distrust of authorities, interpersonal and institutional racism, both under- and over-policing, adultification bias, fear of reprisal, and cultural stigma can [prevent children and families seeking help](#). People with [insecure or no immigration status](#) are more vulnerable due to their lack of access to public funds and the disincentive for them to make themselves known to the authorities. [Gypsy, Romani and Traveller](#) children and young people face heightened risk of VAWG due to stigma, marginalisation and barriers to services. A [lack of specialist by-and-for services](#) contributes to a lack of appropriately tailored support that is responsive to need.

Children from Black, Asian and other racially minoritised backgrounds are also significantly overrepresented at all stages in the youth justice system. Because of this disproportionality, it's clear that if we don't challenge the role that racism plays in young people's experiences of systems, including youth justice, policing, children's services, education and mental health support, we won't be able to make the difference we're here to bring about. Please see [YEF's website](#) for more information on our work tackling disproportionality.

The VAWG Race Equity Associate role

To ensure our VAWG work is informed by external expertise, we are looking to recruit a **VAWG Race Equity Associate**. This role will have deep knowledge and understanding of race equity and be grounded in the realities of VAWG prevention and service provision across England and Wales for racially minoritised children and young people.

They will work alongside us as we assess the current evidence, engage stakeholders and identify the best opportunities for change. They will help us to understand the specific role racism plays in work to prevent VAWG and how racially sensitive and equitable responses can be developed to support children and young people.

The types of activity this may include are:

- **Research design and development:** Strengthening research framing, contributing to research design, supporting question development for future commissioned research, and helping to interpret findings.
- **Evidence and guidance review:** Reviewing evidence reviews, practice reviews, toolkit summaries, sector guidance, research outputs, tools, guidance and implementation resources through a VAWG and race equity lens.

- **Practice engagement and stakeholder input:** Supporting practice roundtables, including framing questions and advising on stakeholder engagement and dissemination.
- **Knowledge translation:** Helping to frame outputs, recommendations, guidance and practical resources, including recommendations from commissioned research, to maximise their usefulness and impact for practice and system leaders.
- **Offering expert insight:** Providing subject matter expertise through advisory groups and expert panels convened by YEF, offering advice outside these spaces where needed, and contributing to knowledge sharing events, for example Virtual Learning Cafes.

Person Specification

We are looking for a Race Equity Associate who can bring credible race equity expertise to YEF's VAWG work, grounded in evidence, practice or policy experience of VAWG prevention for racially minoritised children and young people.

The Race Equity Associate should be able to demonstrate:

- **Subject expertise:** strong knowledge of VAWG affecting racially minoritised children and young people, including peer-on-peer abuse, sexual violence, exploitation, online harms and transitions into adulthood;
- **Race equity:** deep understanding of race equity, racism and how racially minoritised children, families and communities experience VAWG, services and wider systems;
- **Prevention practice expertise:** in culturally responsive, community-led or by-and-for approaches to VAWG prevention or interventions with children and young people using harm;
- **Research skills and evidence literacy:** ability to review evidence, research, guidance and practice resources through a race equity lens and provide clear, practical advice;
- **Commitment to YEF's mission:** to prevent children and young people becoming involved in violence, and to using evidence to improve practice and systems.

Time commitment

We anticipate up to the equivalent of around 5 days of work, split across the year, carried out through activities that will take between an hour and half a day each.

How to apply and timeline

To apply, please submit both of the following documents through our application portal:

1. **Expression of Interest Form:** Click "Apply for this job" to open the application portal.

- a. Go to the third tab – "Files".
 - b. Next to "Download application form", click "**click here to download**".
 - c. Fill in the form, then upload it under "**Upload Application form**".
2. **CV:** Upload your current CV alongside your completed Expression of Interest form.

Application deadline: **9:00am on 20 September 2026.**

*Please note that applications will only be considered **if both a completed Expression of Interest form and a CV are submitted through the application portal.***

Decisions will be made based on experience for the role, including the strength and relevance of expertise across VAWG prevention approaches and the sectors YEF works.

With any questions about the role, please contact: Jess Southgate, VAWG

Lead jess.southgate@youthendowmentfund.org.uk