

SPARK



northern soul

PRESENTS

A NEW LEADERSHIP DEVELOPMENT PROGRAMME
FOR NORTHERNERS AGED 18 TO 25

SELF SOUL SOCIETY



ABOUT

SPARK

Northern Soul presents **SPARK**, a ten-month leadership development programme for 15 participants aged 18-25 living in the North of England (North East, North West, Yorkshire and the Humber), funded by the Virgin Money Foundation and The National Lottery Community Fund.



SPARK is aimed at inspiring and empowering young Northerners to be the change they want to see in the world. The programme is designed to support participants to unlock their potential and develop the confidence, leadership and entrepreneurial skills needed to create positive change and mobilise their communities.

SPARK will bring together a diverse cohort of individuals from across the North who share the values, determination and vision to build a more compassionate, connected, fair and hopeful UK.

Participants will receive masterclasses from industry experts, social innovators and young changemakers to gain insight into how to create sustainable change in their own lives and their wider community.

The programme will support participants to develop a sense of agency as they work towards exploring their own ideas they can develop into real-world projects that motivate, inspire and empower them. Each participant will receive 1-2-1 coaching from our partners at Results CIC and Rivers Coaching Ltd to support their personal development. Participants will also receive a £800 honorarium for their time, commitment and engagement with the programme.

SPARK will culminate in a showcase Celebration Event where participants can reflect on their development throughout the programme, new knowledge, skills and experience gained and share their plans for next steps going forward.

SPARK is a programme from Northern Soul, a Community Interest Company based in Manchester. We nurture those who are passionate about social justice and push for greater recognition of the talent that exists outside of London.

Northern Soul believes in young people's capacity to engage and **spark** change. We believe change is possible, can happen at all scales and can be most powerful at grassroots level.

SPARK will work with participants who are at an early startup stage or just have some initial ideas, supporting them to develop an action plan, shape their impact and understand ways to scale up and extend their influence.

Northern Soul is passionate about safeguarding the well-being of those leading change and preventing burnout. **SPARK** will take a nurturing approach and strategies for self-care will be integral to the programme.

For more information about Northern Soul, visit www.northernsoul.xyz



HOW DOES THE PROGRAMME WORK?

SPARK will have blended content with a combination of in-person learning days and online masterclasses to allow flexibility. **SPARK** starts with a three-day residential in January 2025 and runs until October 2025 with one or two programme days each month. Participants will also receive 1-2-1 coaching and form a strong support network - a community of 'fierce peers'. The programme will finish with a Celebration Event to celebrate the cohort's achievements, reflect on the journey and share plans for the future.

The programme is structured in three phases: **SELF**, **SOUL** and **SOCIETY**.

PHASE 1 - SELF



- Inspire & Ignite Residential: three immersive days hosted at a venue in the North to connect with your cohort and learn about each other and the programme
- Explore the type of person you are, what you care about for yourself, your community, the world and what you feel motivated to change (in yourself and your community)
- Take an idea based on a need identified in your community, learn how to articulate and defend it and unlock your potential for leadership
- Set goals for your development journey over the next ten months
- Meet your coach

PHASE 2 - SOUL



- Take time to slow down, step back and carve space to think big as we dare to dream boldly for ourselves, the communities we love and our collective future
- Nurture your soul and understand the importance of self-care, inspiration and creativity at times of upheaval and uncertainty
- Attend in-person learning days taking place in different locations across the North and online masterclasses supported by the Virgin Money Foundation, industry experts, social innovators and young changemakers designed to inspire and empower you as well as develop practical skills e.g. project management
- Receive monthly 1-2-1 coaching to support your own personal development
- Complete a midway reflection on your learning so far
- Self-initiated visits to your peers' communities in the North, to support their work and strengthen cross-region connection and collaboration

PHASE 3 - SOCIETY



- Respond to your own goals by developing an action plan to apply your learning in your local community with support from Northern Soul, your coach and peers
- Explore how to expand your capacity and resources to help support your idea, step into leadership and take action
- Reflect on lessons learned and evaluate your development
- Celebrate the culmination of the ten-month programme with a final showcase of your growth and learning and that of your peers at the **SPARK** Celebration Event

TIMELINE

KEY DATES

APPLICATIONS OPEN: **8TH OCTOBER**

ONLINE INFO SESSION: **13TH NOVEMBER, 12PM - 1PM**

DEADLINE TO APPLY: **22ND NOVEMBER, 6PM**

INTERVIEWS: **5TH DECEMBER**

RESIDENTIAL

15th, 16th & 17th January

LEARNING DAY

13th February

ONLINE MASTERCLASS

March (date tbc)

LEARNING DAY

10th April

ONLINE MASTERCLASS

May (date tbc)

LEARNING DAY

19th June

ONLINE MASTERCLASS

July (date tbc)

ONLINE MASTERCLASS

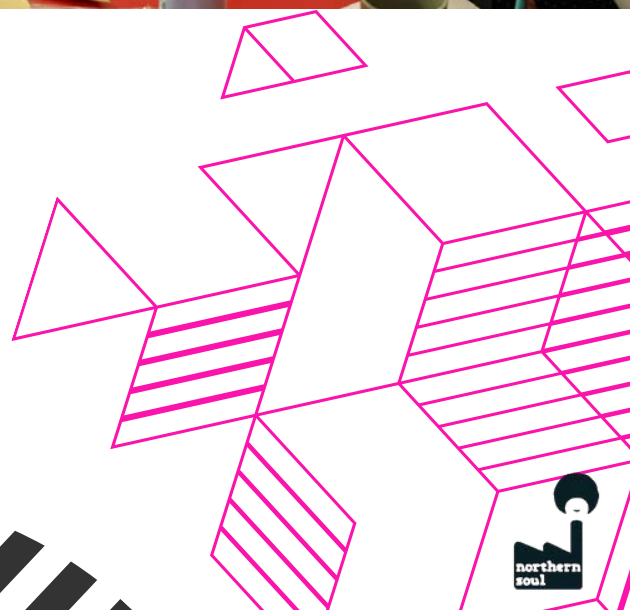
August (date tbc)

ONLINE MASTERCLASS

Sept (date tbc)

CELEBRATION EVENT

16th & 17th Oct



WHY APPLY?

Explore your ideas, develop an action plan and unlock your potential to make a difference in your local community

Develop your leadership and entrepreneurial skills

Increased confidence, agency and self-efficacy

Gain knowledge, understanding and skills on how to make change happen at grassroots level

Extend your networks and learn how to scale up your impact

Hone your public speaking and ability to articulate your ideas

Become part of a connected community of peers who share your values, determination and vision for a better, more hopeful future for the UK

Be inspired and challenged by different perspectives and lived experiences

Increased self-awareness, reflection and strategies for self-care

Receive 1-2-1 coaching to help prioritise your ideas and support your personal development

WHO IS SPARK FOR?

Northern Soul is looking for 15 diverse Northerners aged between 18 - 25 to form the **SPARK** 2025 cohort. You are eligible for this programme if you meet the following criteria:

- Live in the North East, North West or Yorkshire and the Humber
- Aged between 18 - 25
- Available for all programme delivery dates
- Feel in your heart something in the world needs to change and want to help shape the future you want to live in
- Open to learning, willing to experiment, push boundaries and support collaborative learning
- Are inspired by an opportunity to cultivate your ability to lead change within yourself and your community
- Keen to connect with like-minded people, share knowledge and experiences
- Looking to strengthen your confidence and develop your leadership and entrepreneurial skills
- Have an early-stage idea for change you wish to explore and develop
- You may be looking to start a social enterprise or community project in the future and need some focused time and support to develop your skills and achieve your ambitions



WHAT DO YOU NEED TO COMMIT TO?

If you are successful, you will need to commit to a few things:

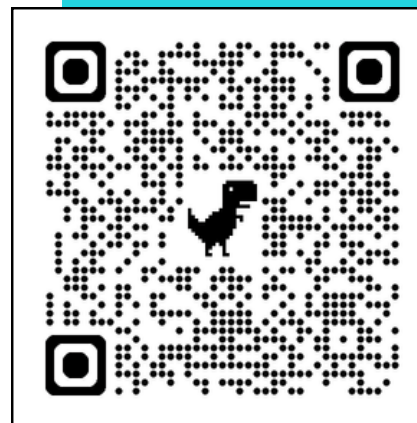
- Attend the three-day residential where you will meet the rest of the cohort and learn more about the programme. Travel, food and accommodation expenses will be covered
- Attend the in-person learning days taking place every other month (see **Timeline**). Food and travel expenses will be covered
- Attend all 1-2-1 online coaching sessions
- Commit to attending all online masterclasses and inform us in advance if you are unable to
- Attend the in-person Celebration Event in Oct 2025 to showcase your learning and celebrate the achievements of your peers
- Complete a starter survey, midway reflection and end-of-programme evaluation



HOW TO APPLY

Applications are now open.

Scan the QR code to complete the application form by **6pm Friday 22nd November at the latest**. Please answer each question on the form. If you have any access requirements or need further support, please contact Indie, Programme Delivery Lead, india@northernsoul.xyz / 07542 031196.



FAQs

FREQUENTLY ASKED QUESTIONS

HOW DO I APPLY?

We've tried to make the application process as accessible as possible. **Scan the QR code above to apply.** Please answer each question on the form. If you have any access requirements or need further support, please contact india@northernsoul.xyz

SPARK is open to people aged 18-25 who live in the North of England.

HOW DOES THE RECRUITMENT PROCESS WORK?

The first step is to apply today. Applications close **6pm Friday 22nd November**. Shortlisted candidates will be invited to attend an online group activity with other candidates followed by a short, informal interview with the Northern Soul team. Interviews will take place on **Thursday 5th December**. A total of 15 participants will be selected to form the final cohort.

WILL SUCCESSFUL APPLICANTS NEED TO COME TO ALL THE SESSIONS?

Yes, attendance at all sessions is required to participate in the programme. Food and travel expenses will be covered for all in-person dates (accommodation expenses will also be covered for the residential). All in-person dates are listed in the **Timeline** section. Dates for the online masterclasses will be confirmed in advance. For any access requirements, additional support or queries, please contact india@northernsoul.xyz

HOW DO I FIND OUT MORE?

Northern Soul will hold an online information session about the programme **12-1pm Wednesday 13th November** where you can hear more and ask any questions you may have. Please register to attend [here](#).

AM I ELIGIBLE FOR THIS PROGRAMME?

You're eligible for this programme if you meet the following criteria:

- Live in the North East, North West or Yorkshire and the Humber
- Aged between 18 - 25
- Are available for all programme delivery dates
- Want to help shape the future you want to live in

HOW MUCH DOES IT COST?

The programme is completely free. Food and travel expenses will be covered for all in-person learning days (accommodation expenses will also be covered for the residential). In addition, participants will receive a £800 honorarium for their time, commitment and engagement with the programme. Please email india@northernsoul.xyz if you have any queries about travel due to access needs.

WHAT DOES THE PROGRAMME INVOLVE?

Northern Soul will deliver a ten-month leadership development programme for 15 young people who live in the North of England (North East, North West, Yorkshire and the Humber). Participants will benefit from in-person learning days, online masterclasses led by social changemakers and industry experts, personalised 1-2-1 coaching and connection with other like-minded peers.

Hi, thanks for reading this information pack. I hope you found everything you needed to know about the **SPARK** Programme 2025. If you have any questions, please get in touch with me, Indie, the Programme Delivery Lead, at india@northernsoul.xyz

SPARK is funded by the Virgin Money Foundation and The National Lottery Community Fund

