



START SOMETHING

YOUR NEW ROLE AT THE TRUST

JOB TITLE:	Interim Director of Safeguarding	PAY BAND:
FUNCTION:	Executive Committee (ExCo)	Support Delivering Specialist/Managerial Technical Lead/Function Head Senior Leadership Team ExCo
THE TEAM:	ExCo are responsible for leading the Prince's Trust, to ensure its life changing support is safely delivered to children, young people and young adults aged 11-30 across the UK.	

ABOUT THE TRUST






Youth charity The Prince's Trust helps disadvantaged young people to get their lives on track. It supports 11 to 30-year-olds who are unemployed and those struggling at school and at risk of exclusion. Many of the young people helped by The Trust are in or leaving care, facing issues such as homelessness or mental health problems, or they have been in trouble with the law.

The Trust's programmes give vulnerable young people the practical and financial support needed to stabilize their lives, helping develop self-esteem and skills for work. Three in four young people supported by The Prince's Trust move into work, education or training. The Prince of Wales's charity has helped one million young people since 1976 and supports over 100 more each day.

WHERE YOU WILL FIT

Chief Executive	Interim Director of Safeguarding	Head of Safeguarding	Project Manager – HR & Safeguarding / International Safeguarding Manager / Safeguarding Manager	Safeguarding Advisor
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Your key stakeholders include:

-  ExCo
-  Trustees
-  Senior Leadership Team
-  Relevant Committees
-  External bodies











HOW DOES THIS ROLE IMPACT YOUNG PEOPLE?

The Trust has recently commissioned an organisation wide safeguarding audit to enable us to gain a deeper understanding of current arrangements for safeguarding our beneficiary group and to highlight any opportunities to further strengthen our approach.

You will be responsible for defining and developing the infrastructure and culture of safeguarding to be embedded in our approach to delivering life changing interventions helping over 60,000 children, young people and young adults across the UK each year through a blended model of direct delivery, digital delivery, and delivery partnerships.

You will be responsible for leading a project board to review the key findings and recommendations of the audit report. You will define and drive an action plan as part of an overall safeguarding strategy providing support and appropriate challenge, where required at, all levels of the Trust.

WHAT WILL YOU DO?

-  Member of the Executive Committee (Exco) for The Prince's Trust who are collectively responsible for the safe and effective delivery of our programmes for children and young people against an agreed business plan.
-  Lead a cross-organisational project board in the development of the safeguarding action plan in response to a recent safeguarding audit and its findings and recommendations.
-  Apply deep strategic safeguarding expertise, and professional challenge, to shape and support organisational decision making on key areas of an ongoing strategic review our approach to programme development and our move to a blended delivery model.
-  Lead on the implementation of our identified approach to safeguarding that ensures safeguarding is at the heart of what we do, ensuring our beneficiary group of children, young people and young adults are safeguarded and protected.
-  Act as a sounding board providing professional supervision and effective line management to the Head of Safeguarding as well as supporting with the setting of priorities, effective resourcing and development of the structural safeguarding processes and practices required to embed the identified approach to safeguarding our beneficiary group.
-  Provide senior level oversight for the safeguarding function, working closely with the Head of Safeguarding.
-  Ensure ExCo and Trustees have appropriate opportunities to build their knowledge and capability in safeguarding to support robust decision making.
-  Support and coach Council in driving the safeguarding agenda through an established cycle which ensures focus and assurance at the highest level.
-  Establish a strong, strategic relationship with the Trustee accountable for Safeguarding, providing professional expertise and guidance.
-  Identify and forge effective relationships with relevant external bodies with the purpose of further strengthening the Trust's approach to safeguarding our beneficiary group.



THE SKILLS YOU'LL BRING



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All of the roles at The Trust are key to our success and there are certain skills we need to be successful. And while we will shortlist the most qualified people for the role, we ask everyone for a supporting statement. If you think you could do the role, but don't have all the desirable experience, we would still love to see an application from you.

WE REALLY NEED YOU TO HAVE THESE

Skills & Knowledge	Why do we need this?
An academic and/or professional qualification in social care or other relevant field such as health, criminal justice services or education.	Specialist expertise is required to provide our organisation and Trustees with the level of insight needed to safely support our beneficiary group of children, young people and young adults.
An understanding of safeguarding in third sector settings and the regulatory context in which that sits.	Our sector operates in a complex regulatory setting during a time of increased external scrutiny. It is important that you have an appropriate level of insight in order to effectively assess and apply the findings and recommendations of our recent safeguarding audit.
Powerful communication and influencing skills to ensure the alignment of a wide range of stakeholders to a vision for safeguarding that promotes and protects the safety and wellbeing of our beneficiary group.	Success only happens through alignment and shared understanding of the goals.
Deep knowledge, understanding and empathy of the current issues and barriers faced by children, young people and young adults across the UK in order shape and influence an effective safeguarding response.	We want you to care deeply about making lasting change to children and young people and be clear about the role effective safeguarding plays in enabling this by bringing challenge and scrutiny to our organisation.
Experience	Why do we need this?
Significant senior experience and proven track record at a strategic level in a relevant setting such as social care, health, education or criminal justice services.	You must have experience at the most senior levels of an organisation in order to drive and embed a high level strategy that protects and promotes the welfare of our beneficiary group and enables the overall goals of the organisation.
Significant experience in a leadership role with a proven track record of developing and motivating diverse teams and organisations.	You will be part of Exco and have your own senior team members, you must be able to bring out the best in those around you to enable them to deliver their best work in service of the children and young people we support.
Understanding of the requirements and need for effective safe practice when working with children and young people in a face to face and online environment.	We have moved to and are further developing blended delivery model which sees engagement with children and young people taking place both face to face and in an online environment. We must hold ourselves to the highest standards in both.

WE WOULD LOVE IT IF YOU COULD DO THIS

Experience	Why do we need this?
Experience of leading a team that are not co-located and more widely causing organisational change through influence rather than hierarchy.	The impact of the role is Trust wide and your ability to manage this successfully is important.
First-hand experience of the children and young people we help.	We expect you to have a deep understanding of the issues that children and young people are facing and the impact that has on the safeguarding and protecting them— but if you have first-hand experience it would be even better.
Knowledge of the charity sector, particularly where it intersects with the statutory sector.	This is the sector we operate in and prior knowledge would be advantageous, however we have many colleagues who successfully join us from other sectors.
Skills & Knowledge	Why do we need this?
Professional Development Qualifications.	We believe in strong personal development and evidence of your professional development would show a commitment to this.

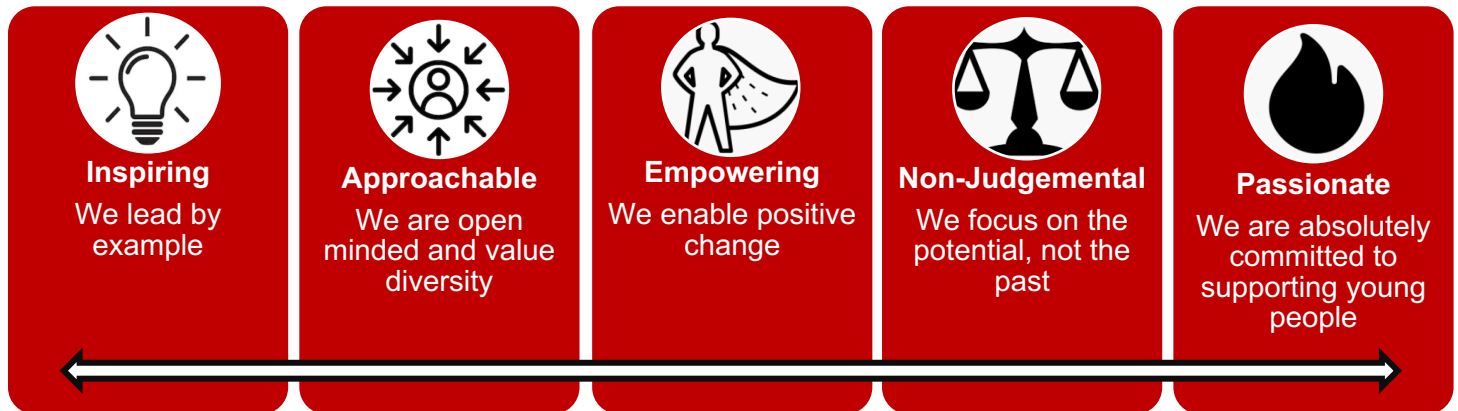
WHAT DO WE EXPECT FROM YOU?



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OUR VALUES

Our values are at the heart of everything we do – they articulate who we are and how we work together to achieve our aims to help young people.



Here at The Prince's Trust, we're committed to equality, diversity and inclusion. We want to be an organisation that's representative of the communities we serve, which is why we strive for diversity of age, gender identity, sexual orientation, physical or mental ability, ethnicity and perspective. More importantly, creating an environment where everyone, from any background, can be themselves and do the best work of their lives is the right thing to do.

We're a Stonewall Diversity Champion and we are Disability Confident employer. Our staff, volunteers and young people are supported by PT CAN (our Cultural Awareness Network), PT NOW (Network of Women), PT DAWN (Disability & Wellbeing Network) and Pulse (LGBT Network). For more information, [click here](#).






OUR BEHAVIOURS







We expect certain behaviours from you about how you interact with colleagues, our partners, young people & the public. As someone who works at a Director level, we would expect that you live these behaviours.

Leading by Example	
COMPETENCY	You're an inspiring role model for others, building trust and living our Values. You always keep young people at the centre of what we do.
BEHAVIOURAL DESCRIPTIONS	<ul style="list-style-type: none"> You inspire others through passion for your own role and for young people. You always hold our commitment to help young people front and centre. You lead a culture of honesty, respect, fairness and trust. You face challenges with dynamism and determination. You're authentic, bringing your unique talents to work and encouraging others to do the same. You role model integrity and you're an ambassador for our Values.

Continuous Improvement	
COMPETENCY	You consistently seek to improve how we do things to achieve better outcomes for young people. You embrace change and innovation.
BEHAVIOURAL DESCRIPTIONS	<ul style="list-style-type: none"> You drive organisational change and improvement based on a broad understanding of internal and external factors. You balance entrepreneurship and innovation with consistency. You lead a culture of continuously improving performance by, and learning quickly from, mistakes. You continually drive own development and contribution to the sector as a thought leader. You support the development of others and of organisational knowledge. You demonstrate self-awareness and act as a role model for giving and receiving honest feedback.

Effective Communication	
COMPETENCY	You communicate clearly, effectively and honestly. You listen to others and adapt communication to suit them.
BEHAVIOURAL DESCRIPTIONS	<ul style="list-style-type: none">  You're visible, credible and inspiring in communicating the vision across the Trust.  You translate complex information and decisions into clear and engaging messages.  You adapt communication and influencing style to the audience to achieve impact.  You effectively engage with alternate perspectives and constructively discuss difficult issues.  You seek to understand others' point of view, actively listening to others' concerns or barriers before responding.

One Team	
COMPETENCY	You work with others as one team, actively collaborating to achieve a shared vision. You build relationships across the Trust, sharing information and expertise.
BEHAVIOURAL DESCRIPTIONS	<ul style="list-style-type: none">  You role model effective, mutually supportive team work with colleagues, speaking with a shared voice to the wider Trust.  You build effective teams, encouraging collaboration throughout the Trust to break down silos.  You proactively share knowledge and information, asking for help from others when needed.  You build internal and external networks in pursuit of partnerships that help us to support young people.  You prioritise broader organizational agenda above own specialism.

Delivering Results	
COMPETENCY	You deliver great outcomes through our vision and strategy, effectively planning and meeting targets. You make effective, data-driven decisions.
BEHAVIOURAL DESCRIPTIONS	<ul style="list-style-type: none">  You build a vision for the future for your own team to achieve Trust-wide goals.  You develop strategies and plan for the long and medium term.  You seek out opportunities and seize those that align with the Trust's vision.  You role model sound judgement and data driven decision making, making difficult or unpopular decisions when necessary.  You manage resources and take a balanced approach to risk in order to achieve objectives.  You empower others through effective delegation of responsibility and decision making.

THE WELFARE OF OUR YOUNG PEOPLE

The Prince's Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

As part of this commitment we undertake basic disclosure checks in accordance with the Codes of Practice for all roles within the Trust, and for our roles working directly with young people, at an enhanced level.

Having a criminal record will not automatically exclude applicants.