



**JOIN OUR MISSION**  
**FOR CHILDREN AT RISK**  
**ON THE STREETS**

**COMMUNITY ENGAGEMENT WORKER (WEST MIDLANDS)**

**RAILWAY CHILDREN – RECRUITMENT PACK**

**children** RAILWAY  
No child lost to the streets



# WE BELIEVE IN A WORLD WHERE NO CHILD IS LOST TO THE STREETS

Founded in 1996, Railway Children has dedicated over a quarter of a century to developing outstanding practice and services for street-connected children. As we embark on our new strategy to 2027, we have ambitious plans to ensure no child is left behind, wherever we work.

Every year, British Transport Police identify around 10,000 children at risk on the UK rail network. It offers young people a means to escape whatever they are running from and a place of shelter that feels safe. However, public transport can also deliver them to danger...

With strong relationships across the UK rail industry, Railway Children applies contextual safeguarding principles to make sure someone is on hand to intervene early and protect children before they come to serious harm.

Our Youth Practitioners create turning points in these young people's lives that help them on a path to a better future.

Together we can make our transport system a safe place for everyone.

## WHO WE ARE



### OUR VISION

We believe in a world where no child is lost to the streets.



### OUR MISSION

Create and enable sustainable change for children living alone and at risk on the street.



### OUR AIM FOR 2027

We will evidence and demonstrate effective and sustainable safeguarding solutions for vulnerable children.



# WHAT WE STAND FOR

## We stand for children

- The children who don't have a voice.
- The invisible children.
- The children struggling to survive on the streets around the world every day.
- The generations of children suffering repeated cycles of abuse.

## WE STAND FOR CHILDREN, THEIR CHILDHOODS AND THEIR FUTURES!

These five values  
guide our work



### **NEVER GIVE UP**

Face challenges head on.



### **HAVE COURAGE**

Push boundaries.  
Think big.



### **EARN TRUST**

Be honest. Always act  
with integrity.



### **SHOW COMPASSION**

Be kind and show  
respect to all.



### **NURTURE TALENT**

Encourage growth.  
Enable others.



## THE ROLE

### COMMUNITY ENGAGEMENT WORKER (WEST MIDLANDS)

**Benchmarked Salary:** £18,600 - £19,200 FTE £31-2k

**Hours/FTE:** 0.6 FTE

**Department:** Safeguarding on Transport UK Team

**Location:** Birmingham

**Responsible to:** Programme Manager: Safeguarding Partnerships

**Responsible for:** Community engagement work – Birmingham (West Midlands) area with travel to support other project areas when required.

## JOB PURPOSE

Work as part of a dynamic team delivering the Safeguarding on Transport (ST) project, in partnership with British Transport Police (BTP). You will be responsible for developing our community engagement work in the West Midlands, as well as supporting the wider UK work. This work consists of developing the Safeguarding Action Groups (SAG) and also encouraging members of the local rail industry to engage with our training and become part of the safety net for vulnerable young people on the rail network.

The role will require working closely with British Transport Police, station staff and employees as well as local services in the area.

# KEY RESPONSIBILITIES

- Work with key partners such as BTP, Rail industry partners and external partners to support Safeguarding Action Group activity.
- To support the Rail Industry with their Safeguarding on Rail Scheme (SRS) obligations where possible.
- Engage with and build relationships with external partner agencies that will be able to support Safeguarding work on the railway.
- Liaise with partners to ensure the best practise and responses are in place for vulnerable young people.
- Complete mapping exercises of key stakeholders and vulnerability concerns.
- Deliver briefings and training to various audience within the rail industry.
- Ensure there are clear messages around vulnerability and safeguarding in place for rail staff and members of the public.
- Liaise and work with other local 3rd sector agencies and groups to raise awareness of safeguarding and vulnerability on the rail network.
- Arrange and lead on raising awareness of vulnerability by running public events at the station.
- Spend time patrolling and engaging with BTP & other rail industry partners at stations.
- Recruit rail industry colleagues to be members of the SAG group and become Safeguarding Champions.
- Deliver training to rail industry partners.
- Publicise and share the work of Railway Children at key locations, promoting the “At Risk, Right Here, Right Now” campaign.
- Work flexibly outside of office hours as agreed to provide the support needed. This role will involve working some unsocial hours including evenings/weekends.

- Record all intervention, contacts, and multi-agency correspondence in accordance with prescribed Management Information Systems.
- Develop and maintain effective relationships with partners, funders, and other agencies to support the delivery of the project.
- Offer educational awareness raising within appropriate settings to manage and reduce the risks associated with young people who are vulnerable using transport.
- Work independently in the project area and within the lone working policies.
- Work creatively with colleagues to generate project resources and materials as required.
- Provide and support the training and awareness element of ST for BTP and transport providers.

## General duties (all staff)

- Uphold and work within Railway Children’s policies and procedures.
- Conduct yourself in accordance with the rules of the Child and Adult Safeguarding Policy and Code of Conduct in your personal and professional life – which includes reporting suspicions of child abuse or any other breach of these policies.
- Actively promote and embody Railway Children’s core values across the organisation and partners.
- Travel to Railway Children’s field operations as and when required.

# PERSON SPECIFICATION

## Experience

- Experience of working with and supporting vulnerable young people and families.
- Track record of developing relationships with a variety of organisations to support the needs of vulnerable young people and families and advocate on their behalf.
- Experience of working with 3rd sector groups and local services.
- Experience of managing relationship with stakeholders and partners in a variety of settings.
- Experience of delivering and designing training.
- Experience of project management and development.
- Experience of co-ordinating events
- Experience and application of Health and Safety and risk management procedures

## Education/Qualifications

- Relevant qualification in an appropriate discipline in project management, community work or youth engagement is desirable.

## Knowledge and Skills

- Practical understanding of equalities and diversity and experience of applying its principles in the workplace.
- In-depth knowledge and understanding of the issues vulnerable young people face such as running away and going missing, exploitation and abuse.
- Ability to work creatively in detached and outreach environments.
- Able to handle sensitive and confidential issues with tact and diplomacy.

- Ability to be creative and find positive solutions to problems.
- Knowledge and understanding of the issues facing vulnerable young people at risk on the transport system.
- Understanding of the UK railway network is desirable but not essential.
- Experience and understanding of Child Protection including Safeguarding processes and procedures.
- An understanding and experience of implementing health and safety, data protection and best practice procedures as they relate to working with children, young people and vulnerable adults.
- Excellent written, verbal and presentation skills
- Good IT skills (Excel, Word etc.) and experience of using databases.

## Aptitude

Demonstrable commitment to and the ability to uphold and promote Railway Children's core values.

- Understanding of the importance of an organisational Code of Conduct and Safeguarding policy.
- Ability to network and form positive relationships with a wide range of internal and external stakeholders.
- Solution-oriented and flexible with the ability to work proactively.
- Ability to form positive teamworking relationships.
- Demonstrable commitment to and the ability to uphold and promote Railway Children's core values in all activities.
- The role may require the worker to travel to other UK locations to support the wider UK work.



# A GREAT PLACE TO WORK

## THE BENEFITS

As well as helping some of the world's most vulnerable children and young people, there are some great perks if you're lucky enough to work for Railway Children.

### Project visits

Where possible, we encourage our staff to visit our projects and experience the work we do. That could be here in the UK, in India or East Africa.

### Time out

You will start with 25 days holiday per year to recharge the batteries. After three years this will increase by an extra day per year until you reach a very relaxing 30 days leave.

### Pension

We offer a pension contribution of 6% of annual salary.

### Birthday leave

One additional day of annual leave within the month of your birthday.

### 'Railway Children Day'

We might not be able to fund a Christmas party but because our Trustees value what we do, they grant an additional day per year where the office is closed, usually around Christmastime.

### A culture we're proud of






Driven by our CEO, family values are at the heart of our culture and make Railway Children an incredible place to work. As well as a flexible working environment, it's one of the reasons why our staff retention is so impressive.



# OUR PEOPLE PROMISE

All that we can achieve as an organisation is only possible because we have dedicated, skilled and courageous people. Their tenacity, passion and compassion create a culture that enables us to deliver incremental value beyond the resources we could ever have available to us. We know this, we witness it every day and therefore we strive to create an organisation that values them and their contribution.

As we set out to achieve life saving change for vulnerable children, we make our people a promise:

-  We will ensure diversity and inclusion, following transparent, fair and rigorous recruitment processes that attract and encourage applications from a diverse range of candidates.
-  We will support new people to fully settle into their new role and our organisation by providing a structured induction and integration programme.
-  We will work with our people to identify their career and development goals and facilitate opportunities for growth.
-  We will develop and implement a wide range of initiatives that ensure that our people are well-managed, supported, cared for and feel valued, listened to and included.
-  When people leave, we will listen and learn and seek leavers to be ambassadors for Railway Children.





# STILL INTERESTED?

## HOW TO APPLY...

To apply for this position, please complete the application form and return it to [programmejobs@railwaychildren.org.uk](mailto:programmejobs@railwaychildren.org.uk). Please include job title applied for in email subject. Please note that Railway Children will only accept applications made using this application form and will not accept CVs, academic certificates or covering letters.

**Closing date:** Friday 31st January at 5pm. Candidates will be assessed on application and may be contacted before the closing date.

At Railway Children, we are committed to the safeguarding and protection of all those who come into contact with us in our work. We follow a range of procedures to ensure that only those who are suitable to work with children and vulnerable people are recruited to work for us. This post is subject to a range of background and reference checks including criminal records check.

Due to the number of applications often received, only those to be invited for interview will be informed of the outcome of their application.

Applicants who have not heard within two weeks of the closing date should assume they have been unsuccessful.

**THANK YOU.**