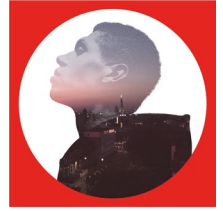


saferlondon

**CANDIDATE
INFORMATION
PACK**





Safer London candidate information pack

Post: CEO

Salary: £85,000 rising to £104,500

This pack includes:

- » [Welcome](#)
- » [Why working for us is different](#)
- » [More about us](#)
- » [Our values](#)
- » [About the Safer London Team](#)
- » [What the team and young Londoners want from a CEO](#)
- » [About the role](#)
- » [Job description](#)
- » [Person specification](#)
- » [Staff Benefits](#)
- » [How to apply](#)

WELCOME

Thank you for your interest in leading Safer London at this pivotal moment in our journey.

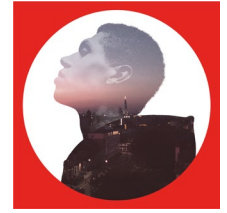
At Safer London, we are committed to working alongside young Londoners and their families affected by violence and exploitation, empowering them to create positive and safe futures.

We are seeking a leader who shares our passion for creating lasting change, driving innovation and strengthening our impact across London. If you are ready to lead with vision, compassion and a commitment to equity, we would be delighted to consider you as part of our future.

Thank you for considering this opportunity to join Safer London. We look forward to learning more about how your leadership can help us achieve our ambitious goals.

Warm regards,
Janine Dowell

Chair of Trustees, Safer London



WHY WORKING FOR US IS DIFFERENT

Encouraging work life balance

- ✓ Safer London is a 4 day/32 hour (FTE) working week organisation. This means that you have a regular day off in the week with no impact on your pay.
- ✓ 179 hours annual leave (plus bank holidays and pro rata for those who join us part time) rising after 3 and 5 years of service.
- ✓ Flexible working in line with an agile way of working.
- ✓ Agile working - with staff able to work from different locations such as from home, in the community or from our office (job dependent).

Enriching your work life

- ✓ Opportunities for learning and development.
- ✓ Modern central London office.
- ✓ Opportunities to feedback including surveys and groups.
- ✓ Reflective practice sessions for practitioners and practice managers.
- ✓ Reduced caseloads for practitioners in comparison to statutory services.

Caring for you and your family

- ✓ Enhanced family leave.
- ✓ Death in service benefit.

Thinking about your finances

- ✓ Discounted season ticket loan.
- ✓ Pension scheme.
- ✓ Cycle to work scheme.
- ✓ Expenses float scheme.



MORE ABOUT US

What we do

Safer London is a leading charity working with young Londoners and their families affected by violence and exploitation. Understanding young Londoners' lives are shaped by the world in which they live, we work not only with them and their families, but also their peer networks and directly within the community and the places where they live and spend their time.

With a footprint in every borough in London, we build trusting, professional partnerships to embed our approaches and work towards achieving our vision of a city that is safer for all young Londoners who live here.

Work Themes

We deliver our work through three key themes:

We believe **people, peers** and **places** all have their own abilities and assets.

We'll work alongside them to identify their strengths and enable them to find the solutions which work best for them.

PEOPLE

We provide trusted individual relational support to ensure more young Londoners will feel safer, be safer, and have positive futures.

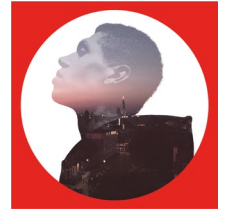
PEERS

We enable young Londoners to support and be supported by their peers.

PLACES

We work directly in and with communities to ensure that the places and spaces where young Londoners spend their time are safe and positive.





How we work

Through specialist one-to-one intervention, we are supporting young Londoners and parents/carers to move onto the positive futures they deserve. We put them at the centre of their support, focusing on them and their needs. By building strong, trusting relationships we gain an insight into their world, begin to understand what they need and together we find the best ways to keep them safe.

We understand the impact the wider context has on young Londoners. The area where they live; where they spend their time; their peer networks - can all impact on their safety. Whether this is positive or negative. When working alongside a young Londoner we take into consideration these contextual factors right from the point of referral. By delivering our work through the lens of Contextual Safeguarding, we are acknowledging that young Londoners face risks not only within their families but also in broader social contexts. This approach ensures a more comprehensive and effective way to protect them from harm and promote their wellbeing.

Our support is delivered by skilled Caseworkers for anywhere between six months and two years. Safer London Caseworkers work collaboratively with young Londoners and families. Sessions are primarily delivered face to face in the community, with phone and online sessions also offered.

Our work is underpinned by six guiding principles:



Person Centred

Safer London puts young Londoners at the centre of their support. We listen to and work with them, focusing on them and their needs.



Co-production

Young Londoners have a say in their journey of support. This empowerment not only boosts their confidence but also facilitates meaningful engagement.



Contextual Safeguarding

We understand the impact the wider context has on young Londoners' lives and safety. Whether this is in physical spaces, within their peer groups or online. We're committed to weaving Contextual Safeguarding approaches throughout our work with young Londoners.



Trauma Responsive

Young Londoners tell us how they've experienced traumatic events. This can have a devastating impact on their daily lives. Our knowledge and understanding of trauma and how it affects young Londoners, are the building blocks of our support.



Trusting relationships

Strong trusting relationships form the foundation of all our work with young Londoners and families. By building strong trusting relationships we gain insight into their world, understand what they need and learn how to keep them safe.



Non-judgemental

Whatever their history, when a child or young person comes to Safer London, they are just that - a child or a young person. Our approach is not punitive, our work is grounded and delivered through the lens of safeguarding - we never judge the young Londoners and families we work with.



OUR VALUES

CHANGEMAKERS

We bring creativity, passion and innovation to make a lasting difference

INCLUSIVE

We bring creativity, passion and innovation to make a lasting difference

TRUSTED

People trust us because we have a track record of consistent, high-quality delivery

COURAGEOUS

People trust us because we have a track record of consistent, high-quality delivery

COLLABORATIVE

People trust us because we have a track record of consistent, high-quality delivery

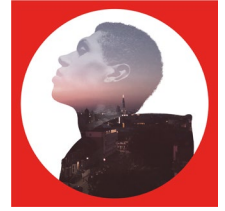
Behaviours framework

Safer London's Behaviours Framework is a set of core behaviours which define 'how' we are expected to approach our work and sits alongside 'what' we do.

The framework details the behaviours and attitudes required by employees at all levels to support the effective delivery of our services and create a positive workplace culture.

Safer London's values sit at the heart of everything we do. The defined behaviours link directly to Safer London's set of values. The behaviours are what people see and are an expression of what we value. The values are brought to life through the defined behaviours.

By demonstrating the attitudes and behaviours set out in the framework, Safer London is an effective, positive and collaborative place to work.



ABOUT THE SAFER LONDON TEAM

At Safer London we work as one team across the entire organisation. This cohesive working allows us to realise our vision of helping to create a safer city for everyone who lives here.

We choose to invest heavily in our direct practice work, with practitioner Caseworkers making up the majority of Safer London's workforce. Safer London's Caseworkers are supported by a team of practice managers and safeguarding professionals.

We have Caseworkers who are Specialists and Experts in the following areas:

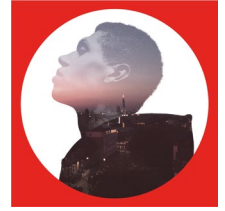
- Violence and exploitation
- Sexual violence
- Neurodiversity and SEND
- Harmful Sexual Behaviours
- Families (parents and carers)
- Education, training and employment

If the practice team is the beating heart of Safer London, then the central resources team are the brain. Encompassing finance, HR, data, governance, fundraising, communications, learning and development and data management, these individuals work hard to make sure Safer London is operating to the highest standard possible.

At Safer London we encourage a culture of shared learning and collaborative working. We work together to support the presenting needs of the young Londoners and families we work with. Our work is grounded in the [AMBIT](#) approach of working, with the team working to the AMBIT principle of mentalization.

Collaborative working with multiple different external organisations and agencies is critical in this role. In order to effectively safeguard and address the complex challenges faced by young Londoners, you will be required to work alongside a variety of professionals, each with their unique expertise. By fostering effective communication and information sharing multi-agency working allows for:

- Enhanced overall effectiveness of safeguarding young Londoners and families.
- The intervention and prevention of potential risks.
- A holistic understanding of a young Londoner's situation.
- The facilitation of a coordinated effort, preventing duplication of work and ensures resources are used efficiently.



WHAT THE SAFER LONDON TEAM WANTS FROM A CEO

We asked the Safer London team:

"What do you think are the qualities and attributes that would make a great CEO for Safer London?"

Ability to speak with authenticity.

Someone who understands the world of child safety and welfare and prioritises this understanding in their decision making.

Be present and play an active role within the organisation.

Someone who can bring fresh ideas and perspectives.

Someone who is relational with all staff and young londoners.

Someone who can engage with staff at all levels

A leader who can effectively communicate Safer London's mission and impact

Someone who embodies steady and visionary leadership, ensuring stability while serving as a vocal advocate to external audiences.

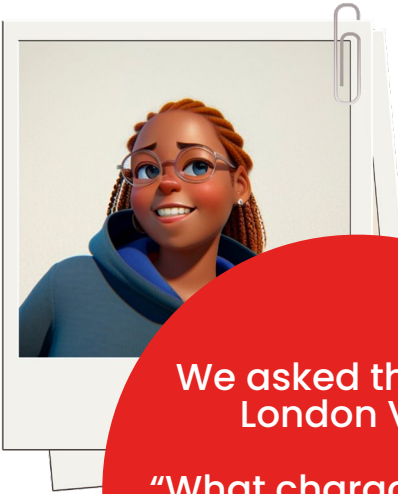
Sets the culture strongly from the top.

Understanding and commitment to cultural competence

Experienced in securing sustainable funding through exploring new avenues and developing partnerships.



WHAT YOUNG LONDONERS WANT FROM A CEO



We asked the Safer London VIPs:

"What characteristics, values and experience should Safer London's next CEO have?"

A leader who cares about positively impacting the safety and wellbeing of young Londoners!

Someone who commits inclusivity, community engagement, and a genuine passion for improving youth safety and wellbeing, whilst having a character of someone with Integrity, empathy, and resilience are crucial traits, as the CEO would need to navigate complex social issues and inspire trust among staff and the community which could also motivate the staff to aspire to go above and beyond whilst also building a more creditable PR to those in the same industry which could also attract more stakeholders.

They must also have a solid understanding of the challenges faced by young people in London, including issues related to crime, mental health, and social services.

The CEO should have the key value of wanting to prioritise the young people always.

I think that they should have values of compassion and empathy for people's unique experiences. They should promote collaboration, inclusivity and respect, to make sure they are working with all people in the organisation and are supportive. They should also have empowerment, particularly for the young people, to ensure that they are working in collaboration with the young people of the organisation such as the VIPs.

Their character should be open and transparent. To be a CEO, working with all people is necessary, so that kind of charisma is quite important. Similar to before, their character should also be open and respectful of all people who may have diverse identities and backgrounds, for who they are working with and supporting.

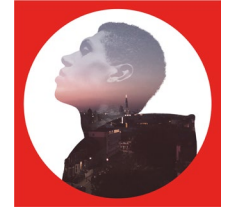
I think that a CEO has to have not only experience in clear and coordinated leadership in the past, but also experience working with young people. Even if their role is likely to be more of a leading and organising role, I think it is important that they have worked with young people in the past to really understand the needs of the organisation.

They must have a solid understanding of the challenges faced by young people in London, including issues related to crime, mental health and social services.

The Safer London young champion VIPs are a group of young Londoners who shape, inform and influence who we are, what we do and how we work.

They are a diverse group of young people from across London who have experience or an understanding of the issues that young Londoners impacted by violence and exploitation face.





ABOUT THE ROLE

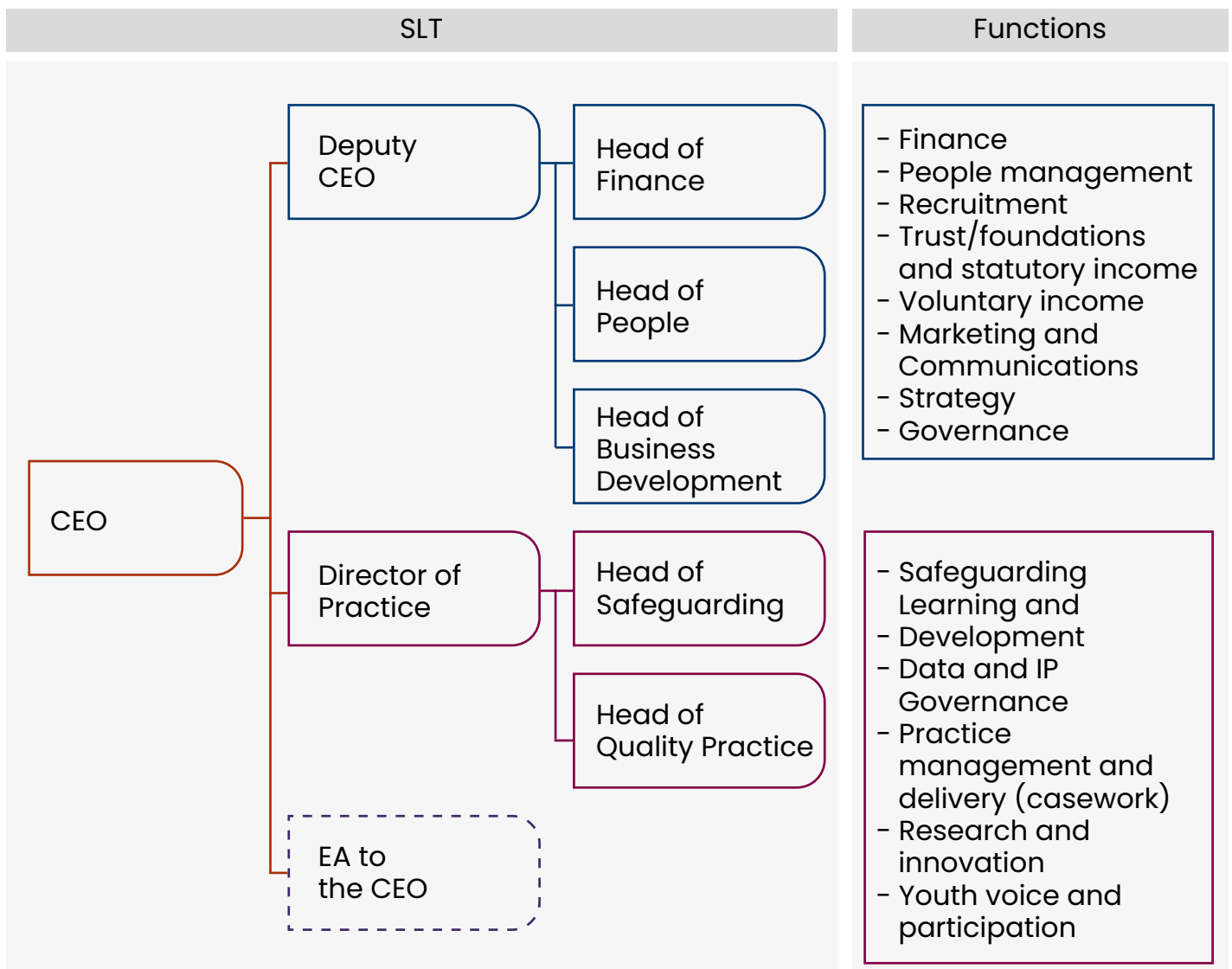
As CEO of Safer London, you will work closely with a wide range of stakeholders to lead the organisation and drive our mission forward.

Collaborating with the Senior Leadership Team (SLT), you will provide strategic direction and ensure operational excellence across all aspects of our work. You will also work in partnership with the Board of Trustees, keeping them informed and engaged as we collectively shape and oversee Safer London's strategic priorities.

Externally, you will be a key representative of Safer London, building relationships with funders, partners and other key stakeholders to enhance our impact and sustainability. Internally, you will inspire and support a dedicated team of professionals, ensuring that our values, vision and commitment to safeguarding and equity are embedded in everything we do.

This role demands a skilled leader who can bring people together, promote collaboration and drive meaningful change for young Londoners and their families.

The Senior Leadership Team (SLT) and organisational structure





JOB DESCRIPTION

Job title	CEO
Reporting to	Chair of Trustees
Contract	Permanent (subject to funding)
Location	Agile with regular travel around London and time in Safer London's Southwark office
Hours	32 hours per week (Safer London is a 4 day/32 hour (FTE) working week organisation)
Salary	£85,000 rising to £104,500

Main purpose of the role

The Safer London CEO provides inspirational leadership, championing the organisation's values and acting as Safer London's public face and ambassador across the sector and beyond. The postholder also has a key role to play in creating and sustaining a supportive, empathetic and inclusive organisational culture.

Working closely with the Board of Trustees and the Senior Leadership Team (SLT), the CEO is responsible for developing and implementing the organisation's long-term strategy, budget and business plans and ensuring it complies with relevant laws and regulations.

The postholder will bring experience of partnership or multi-agency working to help the organisation to maintain existing partnerships and identify and develop new ones.

The postholder has a solutions-focused approach to supporting, motivating and engaging employees, volunteers, beneficiaries and existing and prospective funders, and in ensuring that the organisation's administration and financial management processes are of a high quality.

Additional Considerations

- We're committed to protecting and promoting the welfare of children and young people, and we expect anyone who works and volunteers with us to share this commitment. An enhanced Disclosure and Barring Service (DBS) check is required for this role.
- The successful candidate may occasionally be required to work evenings or weekends.
- Safer London understands that resilience is a skill that can be learnt over time and recognises and supports the role of self-care in developing resilience.



Key responsibilities

Strategy, planning and control

- Preparing a strategic plan and annual budget for approval by the Board of Trustees.
- Ensuring the organisation operates within the agreed annual budget.
- Establishing and monitoring key indicators of the organisation's impact and financial health.
- Developing a culture of continuous improvement throughout all aspects of the charity's work.

Leadership

- Providing inspirational and empathetic leadership to the organisation.
- Developing a culture which motivates all employees to provide a high quality service.
- Leading key strategic projects including those bringing significant change or development for the organisation.
- Ensuring that risks and threats are robustly managed.
- Guiding and supporting the SLT and other managers to meet their objectives and help develop a healthy, supportive and productive organisational culture.
- Modelling the organisation's values and behaviours both internally and externally.

Governance

- Fostering good working relationships and ensuring systems and structures are in place to enable the Board of Trustees to fulfil its statutory responsibilities and exercise effective control of the charity's affairs.
- Ensuring that the organisation operates within approved statutory and corporate frameworks and requirements.
- Identifying risks and changes in the external environment that affect the organisation and ensuring that these are appropriately responded to.
- Ensuring the organisation fulfils its legal, statutory and regulatory responsibilities including those set by the Charities Commission and by Companies House.

Representation

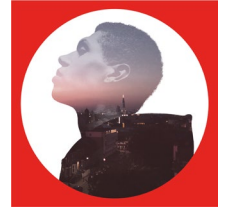
- Representing the organisation at external events and in the media.
- Being the public face of the organisation across the sector.
- Building and maintaining relationships with funders, donors, government and statutory officials as appropriate.

Finance

- Delivering the organisation's business plan and supporting the business development team to win contracts from public bodies and other funders.
- Supporting the creation of sustainable income streams and the diversification of Safer London's funding.
- Overseeing budgets, expenditure and management accounts, ensuring that income and expenditure are in line with agreed year-to-date targets.
- Being accountable to the Board of Trustees for the overall financial health of Safer London.
- Identifying and putting in place an effective risk management strategy and framework for the organisation to support robust financial and strategic management.

People management

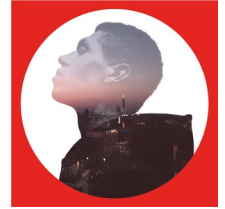
- Line-managing the Deputy CEO, Practice Directors and the EA to the CEO.



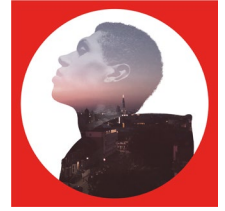
PERSON SPECIFICATION

The person specification describes the specific experience, knowledge, skills, qualifications and attributes that are needed for the job.

Criteria	Application/ Interview/ Test
Skills and experience	
Substantial experience in a senior leadership role, preferably at CEO level, within the non-profit sector, ideally in the areas of health, justice or social care.	A/I
Experience of multi-agency and/or partnership working in complex settings, with experience of identifying and appropriately addressing issues that may arise between partner organisations.	A/I
A track record of leading/managing organisational growth and development so as to maximise impact.	A/I
Experience of working with a Board of Trustees and understanding of trustee responsibilities	A/I
Professional qualities	
Strong financial acumen, with an understanding of budget management and financial reporting.	A/T
Understanding of regulatory requirements applicable to social care charities.	A
Strategic thinker with the ability to develop long-term goals, vision and strategy for the organisation and aligning activities toward achieving these.	A/I
Able to set performance targets, monitor progress and implement corrective actions as needed for both the individuals they manage and at an organisational level.	A/I
An in-depth knowledge of how the non-profit sector operates – particularly in relation to children’s services – including trends, challenges, and opportunities.	A/T



Criteria	Application/ Interview/ Test
Skills	
Leadership: able to motivate employees and volunteers and to inspire funders and decision-makers.	A/I
Advocacy: able to articulately and effectively promote Safer London's aims.	A/I
Interpersonal skills: able to build and maintain relationships with a variety of people, from beneficiaries and employees to senior government executives and opinion formers.	A/I
Communication: able to communicate with and motivate stakeholders including employees, Board members, funders and external partners, and to convey complex ideas persuasively and clearly.	A/I/T
Personal qualities	
Visionary leader: able to inspire and guide the organisation and all who work there toward growth and innovation and to get the best out of a team of diverse and talented individuals.	A/I
Passion and commitment: a passion for supporting young people facing violence and exploitation, and commitment to making a difference.	A/I
Empathy: able to understand the aspirations, needs and motivations of the young people Safer London supports and of its employees, and how the work impacts on them.	A/I
Emotional intelligence: able to understand and manage own emotions, as well as those of others, and to foster strong relationships.	A/I
Dealing with conflict: able to navigate and resolve conflicts affecting the organisation effectively, ensuring a collaborative and productive work environment.	A/I
Adaptability and resilience: able to adapt to changing circumstances and unexpected challenges, and to remain focused, motivated, and effective in the face of adversity or setbacks.	A/I
Integrity: unwavering commitment to ethical leadership, transparency, and accountability in all actions and decisions in line with Safer London's core values.	A/I



STAFF BENEFITS

We offer our staff a wide range of benefits to reward them for the value that they bring to Safer London, to support them in their work, to help improve health and wellbeing, and maintain a healthy work-life balance.

We intend to offer these benefits on an ongoing basis but may amend or withdraw them at any time.

4-day, 32-hour working week

Safer London has adopted a 4-day, 32-hour working week to enhance both service delivery and employee wellbeing. This allows us to offer extended service hours to young Londoners and their families while supporting the work-life balance of our team. As a full-time employee, you'll enjoy a regular day off each week with no reduction in pay.

Agile working

Safer London is committed to ensuring that it provides the best working conditions for its employees. At Safer London, agile working allows employees to work from various locations, such as the office, their homes, or other locations such as a library or shared workspace, depending on which is most appropriate or which is closest to any meetings with young Londoners.

Death-in-service

Death-in-service is an employee benefit which pays out a tax-free lump sum if an employee passes away while they are employed by Safer London, regardless of the cause of death. Any payments that become due under this scheme are tax free and paid – at the discretion of the scheme's Trustees – to a named beneficiary/ beneficiaries nominated by the employee.

Annual Leave

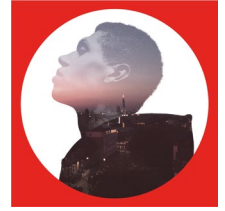
As a full time employee you are entitled to 179 hours holiday in each annual leave year plus bank holidays and other statutory holidays occurring during the leave year. Pro rata for part time staff. This rises to 192 hours after 3 years service and 211 after 5 years service.

Staff expenses float

The Staff Expenses Float is a financial support system where Safer London provides a one-off loan payment of £100 to cover the initial costs of expenses, which are then reimbursed to ensure you are not out of pocket.

Cycle to Work Scheme

We offer a Cycle to Work Scheme to encourage health and fitness. This enables you to use an interest free loan to purchase bike and safety equipment with costs recovered from your salary over a 12-month period and meaning a tax and National Insurance saving on this cost.



Season Ticket Loan

Interest free season ticket loans are available to all staff once they have passed probation (six months).

Paid Maternity Leave

All pregnant staff are entitled to up to 52 week's maternity leave regardless of length of service. Safer London offers enhanced maternity pay to those employees who:

- have completed one year of continuous service by the end of the 15th week before their baby is due; and
- agree to return to work for at least three months after the end of their Maternity Leave period.

Enhanced Maternity Pay means that the eligible employee's pay will be increased to:

- 100% of normal salary for the first six weeks of maternity leave;
- 50% of normal salary for the next 20 weeks of maternity leave;
- The next 13 weeks paid at the Statutory Maternity Pay flat weekly rate.

Paid Paternity Leave

Any employee who satisfies the conditions for 2 weeks' statutory paternity leave and pay will be entitled to our Enhanced Paternity Pay benefit of an additional 2 weeks' paid leave. The leave may be taken as four consecutive weeks of continuous leave or in two blocks of two weeks each. All Enhanced Paternity Pay is paid at 100% of normal pay. It is calculated as Statutory Paternity Pay and topped up by Enhanced Paternity Pay.

Employee Assistance Programme

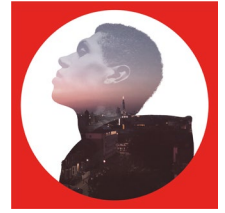
We offer a Staff Assistance Programme to all staff free of charge. It offers completely confidential and impartial support, information, and a counselling service to staff.

Pension

On joining Safer London, new staff are auto-enrolled into our pension scheme if they meet the eligibility criteria. Employees will pay an employee's contribution of 4% and Safer London will pay an employer's contribution of 3% every month. Employees may choose to contribute more than 4%.

Equity, inclusion and diversity

At Safer London we value diversity and we're committed to creating an inclusive culture. We know that in order to make London a safer place for the young people that live here, we need a diverse range of perspectives, experience and knowledge. Issues of racial justice are central to the work we do. We are fully committed to anti-racism and actively oppose systemic oppression of any form. We celebrate diversity and challenge inequality. As an organisation, we will proactively become part of the solution, since we are not prepared to sit back, do nothing, and be part of the problem.



HOW TO APPLY

If you are committed, resilient, and believe you have what it takes to work collaboratively with young Londoners and their families to help them create better futures for themselves, then please apply.

To apply for this role complete the online application form via the Safer London website: www.saferlondon.org.uk/join-the-team/

Interviews will take place in person in central London. The process will consist of two stages: an initial interview followed by a full day of interviews and assessments.

As part of the online application, you will be required to confirm you have read our [Privacy and Cookie Policy](#) and [Safeguarding and Child Protection Policy](#).

Please note we don't accept CVs.

Should you need any adjustments to the recruitment process, at either application or interview, or experience any technical issues when trying to access and/or complete the online application form, please contact us at recruitment@saferlondon.org.uk

Your Application

Please read the information below thoroughly before starting your application.

Your supporting statement is a very important part of your application. We cannot make any assumptions about your knowledge, skills and experience, so the information that you provide in your supporting statement is vital for us to decide whether to shortlist you for an interview.

Please demonstrate how you meet the criteria and the values listed in the person specification, detailing your experience, skills, achievements and/or abilities that are relevant for the role that you are applying for. You should use specific examples. We are looking for evidence that you can thrive in the role advertised.

Your statement should not exceed 1,000 words. We recommend you draft and save your supporting statement outside of the application portal as your connection may time out and it is not possible to save this document online for future use.

Data Protection

The information you provide in your application will be used by Safer London to assess your suitability for the role you have applied for. We will not use personal data for marketing or fundraising purposes (unless you have previously supported Safer London) or share your data with any third parties for their marketing purposes.

We will also ask you for sensitive information (such as information relating to ethnicity or sexual orientation), but only to allow Safer London to monitor and report on diversity and equality of opportunities. The provision of this information is entirely voluntary and will not affect whether you are shortlisted for the role you have applied for.