

## Head of Policy, Voice & Influencing

**Employer – Kids**

**Location – home-based with  
occasional travel for meetings**

**Salary – £42,000**

**Hours – 36 hours per week, flexible  
hours considered**



Kids is on a mission to create a world where all kinds of children and young people have all kinds of opportunities.

Creating life-changing opportunities by providing a wide range of support. From early years into adulthood. Learning and development. Play schemes, adventure playgrounds and youth groups. Parent support and mediation. Social connections and emotional wellbeing.

When the world blocks children and young people with special educational needs and disabilities, Kids speaks up.

Join Kids to say, “**we can**”.

At Kids, we're midway through an ambitious five-year strategy aimed at enhancing, expanding, and innovating our family support services.

### Our values

#### **Celebrate Individuality**

Over two million children and young people in the UK live with disabilities and special educational needs. All are brilliantly unique. We tailor our approach to the needs of every individual.

#### **Think Creatively**

Creativity is the ability to think up new ideas, combining expertise with imagination. We create life-changing opportunities for families by providing and inventing a wide range of services.

#### **Work Together**

Working together is about our willpower to make a positive difference. It is about putting kindness into action. Our determination to do our best for every family.

#### **Speak Up**

Speaking up isn't about being negative. Far from it. It's all about amplifying the voices of children and young people to achieve positive social change.

Working hand in hand with disabled children and young people, we're advocating for systemic reform while seeking sustainable methods to deliver our services.

Our remarkable team is already co-creating new services, leveraging digital platforms, and devising creative solutions to meet families' urgent practical and emotional needs.

You'll lead efforts to uphold our exceptional service quality, driving the development of innovative support models that cater to families' evolving needs and can be financially sustained.

## The Role

This role will lead Kids' social change programme, delivering clear policy and influencing objectives, grounded in evidence and research from our own and others' sources.

At a critical time at the beginning of a new Parliament, following the General Election in 2024, the postholder will be setting the team up with strategies and tactics, that can be flexed, for successful impact over the life-time of the next Parliament.

The postholder will ensure that disabled children, young people and their family members are at the heart of Kids' work to change the system. Working with them, their families and multiple partners and stakeholders, they will lead Kids work to advocate for reform at every level.

## What you will be doing as Head of Policy, Voice & Influencing

- Lead the development and delivery of an influencing strategy and plans to achieve concrete changes to the SEND system.
- Lead the creation of compelling policy solutions and policy reports for engagement with government and wider stakeholders.
- Ensure insight from Kids' services is captured and used in Kids' policy work.
- Model how service delivery and policy influence come together, and work effectively across Kids teams and departments to make that a reality.
- Establish and oversee the collation of evidence and relevant data – both internally and externally – effectively presenting evidence of voices of children, young people and family members in Kids policy solutions.
- Be responsible for the creation and execution of an overarching strategy for voice, participation and involvement of children, young people and family members across all areas of Kids' work – including establishing and overseeing a mechanism for Young People's involvement in Kids' governance.
- Build audience reach, engagement and campaigns capacity with parents/carers and young people, including but not restricted to current services users.
- Manage the Youth Voice team who deliver an established and respected participation programme, funded and organised around a national government contract, as well as some voluntary funded localised participation groups.

- Coordinate and represent Kids in key external strategic alliances and consortiums including the Disabled Children's Partnership and the Early Education and Childcare coalition.
- Alongside the Executive Leadership Team (ELT), take a significant role in building a cross-sector alliance on transitions to adulthood – to campaign and influence for successful impact.
- Lead the development and running of Kids virtual participation resource via the Young People's Hub, ensuring its expansion of its reach and engagement.
- Work with colleagues in Fundraising to scope opportunities and source funding for the sustainability of the Kids policy and influencing function into the future.
- Leadership and change
  - Embed a new team, leading both an existing Youth Voice team, as well as a new policy and communications role and establish new ways of working cross-functionally to deliver policy and influencing goals.
  - Work with Leadership Team peers on key workstreams and key organisational change projects.
  - Work with ELT to develop key external partnership relationships

## Person Specification

- Proven experience working in policy development, and of using evidence to influence for change
- An understanding of UK parliament and government and demonstrable experience navigating the world of public affairs.
- Track record of building relationships in government and other key stakeholders in influencing for change.
- Proven strong written and verbal communication skills with a range of audiences.
- Strong understanding of, and ideally experience in, the Special Educational Needs and Disability (SEND) policy landscape.
- Ability to convey complex policy ideas in a simple and compelling way – articulate these convincingly to decision makers as well as non-expert audiences.
- Ability to work with experts to generate research, insights and policy proposals.
- Evidence of working effectively across disciplines, and teams, internally and externally to extend or introduce and establish new work.
- Experienced in leading teams to contribute to a strategic vision.
- Experience in participation or supporting groups on campaigning.

- Proven effective team leadership, and a strong team player comfortable building relationships and managing teams in a hybrid environment. • Evidence of effective skills in overseeing workstreams or delivering collaborative projects and of evaluation skills



## The Good Stuff/Benefits

- Join a company that truly cares about your wellbeing
- Enjoy an enviable annual leave package, starting at a generous 25 days and growing each year up to 30 days.
- Option to buy an additional 5 days holiday.
- Enjoy your entitlement to Bank Holidays.
- We've got your back with Maternity and Paternity Pay.
- Rest easy knowing you're covered with our Death in Service plan.
- Invest in your pension plan with the option to top it up knowing that Kids is also contributing 3%.
- Achieve work-life harmony with flexible hours tailored to your needs.
- Unlock exclusive discounts at hundreds of online retailers through our employee benefits portal.
- Spread the word and reap the rewards with our enticing "Recommend a Friend" scheme.
- Access confidential support and expert guidance 24/7 through our Employee Assistance Programme, helping you navigate both personal and professional challenges.
- Take care of yourself with Company Sick Pay which you are entitled to from your first day.
- 5 days of paid family/carers leave.
- Salary sacrifice schemes available
- Develop your mentoring skills by either being a mentor or signing up for our mentoring programme.
- Expand your horizons with Kids' online learning platforms, offering a wealth of professional courses for your personal and career development.
- Apprenticeship programmes available for employees
- Benefit from a colleague engagement programme enabling your voice to be heard.
- Lean on us during difficult times with Bereavement Leave.