



JOIN OUR MISSION
FOR CHILDREN AT RISK
ON THE STREETS

REGIONAL MANAGER – SCOTLAND AND NORTH WEST ENGLAND

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

REGIONAL MANAGER – SCOTLAND AND NORTH WEST ENGLAND

Department:	Safeguarding on Transport UK Team
Work Pattern:	Full-time, permanent
Salary:	£36,500
Location:	Home working (based in Glasgow region) – with regular travel across Glasgow region and some travel to North-West England and other parts of the UK
Responsible to:	Programme Manager, Youth Practice
Responsible for:	Youth Practitioners (Scotland and North-West England)

JOB PURPOSE

As part of a dynamic team delivering Railway Children’s programme in the UK, in partnership with British Transport Police (BTP), you will be key in developing and managing our existing work in Scotland and N-W England.

With a small team in each location, you will be responsible for providing day to day support and direction. You will develop the service to ensure young people who have been identified by BTP officers and industry partners as being at risk and vulnerable on the transport system get the support they need. The role will require working closely with BTP, station staff and employees as well as local services in the area.

KEY RESPONSIBILITIES

- Develop and maintain programme activity to meet the needs of vulnerable children and young people in your region/s.
- Manage, motivate and support Youth Practitioners to achieve their objectives and fulfil their potential.
- Ensure all management procedures and routines for each member of the team are in line with Railway Children policies.
- Conduct recruitment for any vacancies in your project area
- To plan and delegate the allocation of workload and resources within area of responsibility ensuring oversight of all case work and activities is maintained at all times.
- To complete staff supervision, case planning and case reviews with Youth Practitioners.
- Act as the responsible safeguarding lead in your region with appropriate escalation to, and involvement of, senior management and external agencies in accordance with statutory requirements and Railway Children policies and procedures.
- Ensure you have oversight of key risks and that risks are managed appropriately with effective plans in place.
- Promote effective practice in your team, including supporting staff in managing cases when needed.
- Support the delivery of the wider Safeguarding on Transport programme including partnership work and activities in key locations
- Oversight and quality assurance of service user recording in the team to ensure it is undertaken in accordance with Railway Children policy.
- To support in the provision of performance management data and reporting to internal and external stakeholders as required.
- Support the Programme Manager to ensure the effective management of resources and budgets in your region
- To maintain and develop staff competence by keeping them up to date with relevant developments in social care, education, health and other relevant legislation, and all relevant internal policies and procedures.
- Develop and maintain effective relationships with partners and other agencies to support the delivery of the programme.
- Promote the message of child safeguarding to colleagues in other organisations and government ministries, children and beneficiary families, and community members in general.
- Monitor delivery of effective interventions on both a 1:1 and group basis to ensure young people and their families receive the required support to meet their individual needs.
- Ensure effective recording of all interventions, contacts, supervisions, and multi-agency correspondence in accordance with prescribed Management Information Systems.
- Work independently in the geographical area and within the lone working policies.
- Work flexibly outside of office hours as agreed to provide the support needed. This role will involve working some unsociable hours including evenings/weekends and occasional overnight stays.



KEY RESPONSIBILITIES

Safeguarding

- The post holder will be required to consent to undergo an Enhanced Disclosure & Barring Service check and will also be required to complete British Transport Police staff vetting.

Organisational Relationships

- Responsible to the Programme Manager (Youth Practice) who will provide day to day support and supervision.
- Responsible for developing and maintaining close working relationships with key agencies and internal and external partners to deliver and improve Railway Children services

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 delivery sites as and when required.
- Undertake any other duties, as appropriate to the post, as delegated by the line manager.

PERSON SPECIFICATION

Experience

- Experience of providing direct line management, supervision and support to case-holding staff
- Experience of working with & supporting vulnerable young people & families
- Experience of giving feedback on performance and building continuous improvement in the capability of individuals and the team
- Experience of using case management databases to meet practice standards
- Experience of establishing appropriate partnerships, networks & sharing information as appropriate
- Experience and understanding of managing referrals, caseloads and allocation
- Experience of managing the completion of case management to meet practice standards
- Experience of working with trauma, safeguarding, and challenging caseloads involving young people at high risk of harm and exploitation.
- Practical understanding of equalities and diversity and experience of applying its principles
- An understanding & experience of implementing health & safety, safeguarding, data protection & best practice procedures relating to working with children, young people, & vulnerable adults
- Experience of preparing written documentation, delivering verbal reports & presentations

Education/Qualifications

- Relevant qualification in an appropriate discipline e.g. youth work, social care etc or equivalent experience in the field
- Possession of a relevant management/supervisory skills qualification is desirable

Knowledge and Skills

- In-depth knowledge and understanding of the issues surrounding vulnerable young people and the impact of trauma
- Knowledge of safeguarding legislation and best practice
- Knowledge of the range of support options and services for young people and families
- Ability to effectively engage with staff, partners young people and their parents or carers
- Experience and application of Health and Safety and risk management procedures
- Practical understanding of equalities and diversity and experience of applying its principles
- 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.
- Excellent written, verbal and presentation skills
- Good IT skills (Excel, Word etc.) and experience of using databases.

Aptitude

- Demonstrable commitment & the ability to uphold & promote Railway Children's core values.
- Ability to manage your workload, use your time efficiently and deal with competing demands.
- Self-motivated, able to be proactive and work independently to timescales.
- Understanding of the importance of an organisational Code of Conduct & Safeguarding policy.
- Ability to network & form positive relationships with a wide range of internal & external stakeholders.
- Solution-oriented and flexible with the ability to work proactively.
- Ability to form positive teamworking relationships.
- Willingness to work unsocial hours including some evenings, weekends and overnight stays
- Willingness and ability to regularly travel in the region and on occasion to our head office in Sandbach, Cheshire



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. 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: 9am Monday 4th November. 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.