



JOIN OUR MISSION
FOR CHILDREN AT RISK
ON THE STREETS

HEAD OF SAFEGUARDING
RAILWAY CHILDREN – RECRUITMENT PACK

RAILWAY
children
No child lost to the streets



WE BELIEVE IN A WORLD WHERE EVERY CHILD CAN THRIVE, AWAY FROM A LIFE ON 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. Across India, Tanzania and the UK, hundreds of thousands of children are lost and alone on the streets and public transport. As we embark on our new strategy to 2030, we have ambitious plans to ensure no child is left behind, wherever we work.

In the UK, British Transport Police identify around 10,000 children at risk on the rail network. In India a child arrives alone at a station every five minutes, and in Tanzania there are over 5,000 children surviving on the streets every night. Transport systems offer 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 with government and transport agencies wherever we work, 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 staff create turning points in these young people's lives that help them on a path to a better future.

Together we can create a world where every child can thrive, away from a life on the streets.

WHO WE ARE



Our Mission

To safeguard children at risk of being lost to the streets by empowering families, communities and partners to create lasting change, ensuring every child can reach their full potential.



Our USP

We are leaders in protecting the rights of street-connected children. We work with transport networks to reduce risk, intervene early and safeguard children before they face serious harm.



Our Goal

By 2030, we will have refined and enhanced our direct work to protect children and to demonstrate effective, impactful and scalable interventions that influence systemic change.

WILL YOU JOIN US ON THE JOURNEY?



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

HEAD OF SAFEGUARDING

Department:	Senior Management Team
Location:	UK – Flexible
Responsible to:	Group Programme Director
Responsible for:	N/A

JOB PURPOSE

To provide strategic leadership and governance for the development of a transparent safeguarding culture across all the Railway Children Group's operations and support services.

AND

To oversee all areas of safeguarding across the Group, supporting colleagues to fully embed effective and robust safeguarding practice and compliance into our work and that of our partners.

KEY RESPONSIBILITIES

Safeguarding

- Ensure Railway Children's Safeguarding Policy and procedures are operational and up to date across the organisation.
- Provide expert advice and support to Programme Leads across the Group to ensure a robust approach to safeguarding and accountability in project implementation.
- Promote a culture and environment whereby anyone who comes into contact with Railway Children is enabled to raise concerns and understand their safeguarding responsibilities.
- Provide support, guidance and mentoring to the Country Safeguarding Leads, including with risk assessments and planning effective mitigations and safeguards.
- Act as the Country Safeguarding Lead for country programmes as and when required.
- With country safeguarding leads, conduct due diligence and develop capacity strengthening plans to ensure partner organisations are capable of operating to the safeguarding standards expected by Railway Children and our donors.
- Provide advice to affiliates and partners on establishing culturally and contextually appropriate community-level mechanisms that facilitate reporting of concerns by individuals and communities.
- Provide input and guidance in relation to safeguarding in the design and development of new projects and programmes and in funding applications that include new work.
- Build an external network with relevant communities of practice and experts including BOND and other INGOS and NGOS, the UK Charity Commission and other regulators and donors.

- Cascade information to ensure that Railway Children's safeguarding policies and approaches are appropriate, sufficient and, where appropriate, reflect developments in accepted best practice.
- Deliver induction and training to a range of staff, trustees and partner organisations, to ensure that they understand and can implement Railway Children safeguarding policies and have the skills to implement safeguarding practice.
- Keep abreast of developments in the global safeguarding community in order to share relevant information internally, and to identify opportunities to position Railway Children as leaders in safeguarding work.

Case Management

- Receive reports of safeguarding incidents and allegations and maintain case management systems and incident recording for serious safeguarding cases.
- Lead safeguarding investigations – convening investigation teams, ensuring proper documentation of the process. Oversee any subsequent action required to ensure no further harm.
- Ensure that appropriate support and guidance is provided for programme managers and front-line staff when managing serious safeguarding cases.
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KEY RESPONSIBILITIES CONTINUED

Compliance and Reporting

- Ensure that donor safeguarding requirements are met - supporting any audit or assessment of criteria by donors and with Fundraising Teams in relation to volunteer and supporter management and care.
- Provide quarterly updates to group Boards, presenting in person where requested. Work closely with Safeguarding Lead Trustees to enable them and the Board to fulfil their responsibilities.
- Lead on reporting to the UK Charity Commission and any other regulators ensuring implementation of Railway Children's Serious Incident Reporting policy.

Senior Management Team

- Work with the Chief Executive and the Senior Management Team to:
- Provide leadership and strategic direction for the organisation which is consistent with Railway Children's Vision, Mission, Strategy and Values.
- Develop and oversee the delivery of robust organisational plans that support Railway Children's strategic objectives.
- Manage and monitor organisational activities in order to ensure that Railway Children fulfils its organisational plans and contractual obligations and achieves its strategic objectives.
- Represent and develop Railway Children's interests through proactive management of positive relationships with key service providers, clients, stakeholders, partners, governments and regulatory bodies.
- Support and report to the Board of Trustees of Railway Children as required.

- Ensure effective and complimentary cross-departmental working that supports shared objectives and is in the best interests of Railway Children and its beneficiaries.

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.
- Undertake any other duties, as appropriate to the post, as delegated by the line manager.



PERSON SPECIFICATION

Experience

Essential

- Extensive experience of leading on and, working with child protection, safeguarding and accountability standards in a safeguarding role.
- Proven track-record of implementing safeguarding strategy, policy, practice and developing a safe and trusted organisation culture.
- Experience of working with regulators and enforcement agencies.
- Experience of working with children and young people including children from disadvantaged backgrounds and/or with patterns of challenging behaviour.

Desirable

- Experience of applying organisational safeguarding standards in different countries and contexts.
- Experience of working with a range of stakeholders including implementing safeguarding initiatives with partners and at a community level.

Education/Qualifications

- Recognised safeguarding training equivalent to Level 4 or higher.
- Degree-level education (desirable) or equivalent professional experience.

Knowledge and Skills

- In depth knowledge of the children's legislative environment and practical application of the child protection systems in the UK, similar knowledge of systems in Tanzania and or India is desirable.

- A deep technical understanding of all areas of safeguarding relating to children including impact of trauma on child development.
- Technical knowledge and understanding of safeguarding and child protection principles and standards including a proven track record of conducting safeguarding investigations.
- Demonstrable capacity building, facilitation, and presentation skills.
- Excellent interpersonal skills, with the ability to influence others and operate with diplomacy, tact, and empathy.
- Excellent planning and organisational skills, with the ability to manage multiple priorities.

Aptitude

- Able to work strategically across multi-cultural teams: with the ability to build rapport and communicate effectively across multiple country contexts.
- Delivery focused mindset, driven by a desire for high standards.
- Ability to challenge the status quo and articulate and galvanise support for change.
- Desire to continually drive improvement, providing value for money without compromising on safety or meeting needs.
- Influencing, negotiating and consultation skills.
- Strong attention to detail.
- Willingness and ability to travel internationally.
- Willingness to undertake work outside of regular office hours.
- Demonstrable commitment to and the ability to uphold and promote Railway Children's core values and is viewed as a positive role model.



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 jobs@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: 27th April. Candidates will be assessed on application and may be contacted before the closing date.

Interviews: 7th and 14th May.

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.



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