

REACH (RESEARCHING EFFECTIVE APPROACHES FOR CHILDREN) STRATEGIC LEAD

Job pack



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JOB DESCRIPTION

REACH Strategic Lead

Purpose:	To develop a detailed plan to operationalise the REACH Plan, including the structure, governance, funding, partnerships and activities that will lead to finding what works in prevention and recovery from domestic abuse. The Strategic Lead will also build key relationships in the sector, in survivor networks, in academia and among research funders and in national government to ensure acceptability and secure support for the plan and its objectives.
Responsible to:	Director of Evidence
Number of hours:	We will consider full or part time hours
Length of Contract:	Fixed term contract, 6 months – ideally October 2024-March 2025
Salary:	Competitive salary
Other info:	We will consider a secondment arrangements. Applicants can be based anywhere in England providing they can self-fund occasional in person meetings in London (approx. once per month).

The organisation

Foundations strives to be a great place to work, where everyone is high performing and where together we achieve impact that makes a real difference for vulnerable children and families. We focus on generating and championing high quality evidence, working directly with government and local leaders to provide practical solutions and achieve change. We're an organisation with ambitious aims and our people are essential to our success.

The landscape

In May 2024, Foundations launched REACH (Researching Effective Approaches for Children): A plan to find out what works to prevent domestic abuse and support child victims.



Domestic abuse and its impact on children continues to be a prevalent issue, with a significant impact on children's outcomes. Current services are extremely varied and under enormous pressure due to funding constraints and lack the means to evaluate what they do. Most programmes for children have not been evaluated at all. There are currently no services that have been rigorously evaluated and proven to have an impact on children's outcomes. We want to change this.

Whilst evaluation in this sector is difficult, it is possible. We need to find out how best to stop domestic abuse happening in the first place and to support children when they become victims and ensure this evidence informs local services and national policy.

The role

This postholder will need a broad range of skills to bring the REACH plan to life, including leadership, governance, relationship building, influencing and work planning. They will work closely with the Foundations leadership team to progress the existing plan to the point of being ready to launch a successful programme of work in April 2025.

Key tasks

Produce a costed road map for operationalising REACH, including:

Developing a plan for overall structure and governance of the REACH plan

- Decision on whether REACH should be an independent organisation or located within another organisation and if so, which one.
- Plan for leadership and structure of the body that will deliver the REACH plan.
- An active and engaged expert advisory group, involved from the outset.

Working with others

- Developed and strong relationships with key stakeholder organisations and individuals to support the delivery of the REACH plan.
- Embedded survivor voices in the work to deliver the plan and governance structure and ensuring the acceptability of the plan with survivors.
- How best to ensure small grass roots organisations and 'by and for' providers are fully included in the work undertaken on REACH.
- Funding commitments from cross-government departments and other funders for the delivery of the plan.
- Work collaboratively with Foundations policy and public affairs colleagues to advocate for REACH and win the support and funding needed to take the work forward.
- Work collaboratively with Foundations' Evidence, Programmes and Local Development colleagues to deliver integrated projects, and support the strategic development of the REACH plan: [Researching Effective Approaches for Children \(REACH\)](https://foundations.org.uk) (foundations.org.uk).



Operationalising the portfolio of activities

- A clear plan of activities, including evaluation, that sets out the delivery of the plan within reasonable timescales.
- Timescales/project plans for different phases of the REACH plan at every stage of the funnel, including how we identify and select programmes and how we would work with evaluation/delivery partners.
- Standards for progression of interventions through the pipeline, gateways etc.
- Plan for other specific capacity building activities e.g. designing a specific fund for ‘by and for’ orgs, further outcome measures work, addressing data challenges across the sector

Additional information

Data protection

If staff have contact with computerised data systems, they are required to process and/or use information held on a computer in a fair and lawful way. Staff are also required to hold data only for the specific registered purpose and not to use or disclose it in any way incompatible with such purpose.

Safeguarding and Equality, Diversity, Inclusion, Equity (EDIE)

Foundations is committed to safeguarding and promoting the welfare of children and vulnerable adults and expects all staff to share this commitment. Foundations is committed to building a diverse, equitable and truly inclusive organisation. All posts (and postholders) will seek to ensure diversity and inclusion, while opposing all forms of unlawful and unfair discrimination on the grounds of age, disability, gender identity, marriage and civil partnership, pregnancy and maternity, race, nationality, ethnic or national origin, religion or belief, sex and sexual orientation, or social and economic background.

Person specification

Requirement	Essential	Desirable
Qualifications and training		
1. Degree-level education or equivalent experience.	X	
Experience		
2. Operational experience: experience of organisational development and leadership	X	
3. Excellent understanding of the domestic abuse sector, including practice, policy, and research	X	



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| 4. Strong understanding of evidence (including experimental evidence), evidence-based policy, and the role that evidence plays in service improvement | X | |
| 5. Evaluation background | | X |

Knowledge, skills and abilities

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| 6. Knowledge of public policy process at a national and local level | X | |
| 7. Ability to build strong relationships and influence in government, the sector, and among academic experts | X | |
| 8. Understanding of early intervention and children's social care | X | |
| 9. Excellent written communication skills, with the ability to communicate technical concepts to a non-technical audience | X | |
| 10. Ability to locate evidence and research in the local and national policy landscape and identify implications for government | | X |
| 11. Experience with funders and fundraising strategies | | X |
| 12. Experience of delivering a complex initiative, on time and to a high standard | X | |

Personal qualities

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| 13. Personal commitment to improving outcomes for children and young people, and their families | X | |
| 14. A passion for the agenda around What Works Centres and the broader agenda around evidence-based policy and practice in public services | X | |
| 15. An active commitment to ensuring that equality, diversity, and inclusion are part of all work | X | |
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FOUNDATIONS' CULTURE CODE

Foundations is an impact driven organisation, where everything we do is to improve outcomes for vulnerable children and families.

Our mission is to generate and champion actionable evidence that improves services that support family relationships, because we believe every child should have the foundational relationships they need to thrive in life.

The culture at Foundations is what makes this possible: our shared values, the social purpose and high impact of our work, the opportunity to work with excellent colleagues, the ability to develop skills and experience and our competitive salaries. We want Foundations to be the place you can do the best work of your life.

Accountability, autonomy, and support

People thrive when they are working with great people, when everyone is working together and playing their part. At Foundations, staff have accountability, autonomy, and support. By harnessing the power, ideas, and energy of all of us we are empowered and accountable for delivering excellent work. We support each other to be the best we can be, through strong and effective line management, and through the wider culture at Foundations.

High performance

Foundations has an expectation that everyone is high performing, so we can improve the lives of vulnerable children and families. We achieve this by investing in excellent line managers and having a strong feedback culture that we train everyone in. We also use Objectives and Key Results (OKRs) to keep us on track. OKRs are set quarterly at an organisation, team and individual level and are a collaborative goal-setting tool used to set challenging, ambitious goals with measurable results. Our approach means that we dedicate organisational energy where it's needed and are flexible and responsive to changing priorities.

Pay

As our expectations are higher than some other employers, we pay in the upper quartile for our sector. Fairness and transparency are at the heart of our pay framework, and we believe that everyone in the same role should be paid the same salary. This reduces pay inequalities that typically emerge in performance-related pay models. Our pay framework is different:

- Everyone at Foundations is highly paid for their role
- Pay is not linked to performance, as high performance is expected
- We don't negotiate on salaries, including when we are recruiting
- Our pay framework is simple, fair and equitable



- Pay progression happens regularly – through cost-of-living increases and regular benchmarking
- Everyone is paid London salaries, regardless of where they live.

Values and behaviours

People join Foundations because they care about the work we do. Our multi-skilled team is brought together by a shared values and the behaviours we expect to see.

We are transparent in our decisions and actions. We are always clear about the work we're doing, the quality we expect and the messages we share with our partners. We keep our promises, and we won't shy away from difficult conversations.

We are rigorous in everything we do, using our expertise and critical thinking to produce high-quality work so that we are a trusted voice. We use our time and resources to do things properly and to a high standard.

We are collaborative in our work and our relationships with partners, funders, colleagues and the families and children we serve. From working with other funders to make substantial investments in evidence generation, to giving power to people who have lived experience of the services we're trying to improve, our partnerships make an enormous difference to the impact of our work.

We champion Equality, Diversity, Inclusion and Equity. We know that the children and families we serve are affected by disadvantage and discrimination that directly reduces their chances of living in a loving and stable family environment. Understanding how services and interventions work for everyone, and actively seeking out what works for specific groups of people, helps us achieve our mission and vision. And we want a staff team that reflects the diversity of our community, and this means we work hard to be inclusive and accessible, and we are striving to be an anti-racist organisation.

We make an Impact. We start all our work by questioning whether it will have an impact and we continually reflect on whether this bears out. Even when it's difficult to do so, we will change course if it means our work will be more impactful. We are ambitious and optimistic about the change Foundations will make to improve family relationships for vulnerable children.



STAFF BENEFITS

Foundations has an excellent package of staff benefits, alongside high salaries, to support our high performing team.

Paid Leave	<ul style="list-style-type: none">• 30 days annual leave, plus one extra day off for your birthday• Paid bank holidays, up to 3 can be switched for religious observance• Up to five days carers' leave, in a 12-month period, three days paid• Paid compassionate leave• Enhanced sick pay• Enhanced parental leave and pay
Health and Wellbeing Support	<ul style="list-style-type: none">• Employee Assistance Programme with 24/7 counselling, legal & information line• Unlimited access to 24/7 GP• Second medical opinion service• Mental health support• Health check• Nutrition consultations• Online fitness programme• Online portal and access to the Smart Health app• Services available to partner and dependents• Life cover at 4 x annual salary• Bike to work scheme
Eye care	<ul style="list-style-type: none">• Free eye test and contribution towards glasses
Pension	<ul style="list-style-type: none">• 6% employer and 3% employee contribution. No limit on any additional employee contributions made via auto enrolment.
Professional Memberships	<ul style="list-style-type: none">• Professional membership paid, where needed to fulfil role
Staff Discount Scheme	<ul style="list-style-type: none">• Provided by PerkBox; includes discounts across a range of shops and services



RECRUITMENT INFORMATION

We look forward to receiving your application.

Please send your CV and short cover letter explaining how you meet the person specification and what you could bring to this role at Foundations, to: Strategic Lead - London / Remote - England - (2625) (nfp-people.co.uk)

Applications close on Monday 16 September 12pm

Interviews will be held online via MS teams, on Friday 27 September 2024

If you could like an informal conversation whilst applications are open, please contact recruitment@foundations.org.uk