**Consultancy opportunity**

***Safeguarding and EDIB assessment***

**Overview of work**

Turn2us is recruiting a consultantthat will be responsible for assessing how effective our safeguarding framework is in considering approaches to equity, diversity, inclusion, and belonging (EDIB).

**Context and justification**

Turn2us is a national charity providing practical help to people who are struggling financially. Our purpose is:

*“So people have the opportunity to build financial security and thrive, Turn2us gives people the practical information and support they need in the face of life-changing events and collaborates to tackle the causes and symptoms of poverty.”*

The support from Turn2us aims to either provide immediate financial support through grants from our own charitable grant schemes to reduce the pressures on people facing tough financial times; or free to use online tools and resources to help people and families on low incomes to access a clear, personalised review of their financial circumstances and options to make informed decisions, improve their incomes and connect with local sources of help.

Safeguarding involves protecting personnel, children, adults, and service users from any harm or abuse arising from each other, themselves, our activities, or organisational failings whilst in contact with Turn2us. Our safeguarding approach at Turn2us covers our policies, the way we work, and our organisation’s culture. We want all of these to work together in order to prevent and respond to safeguarding issues in an effective way.

We want to make sure a wide variety of voices are heard and that we're doing safeguarding that works for, and represents, the people we come into contact with. Turn2us is committed to building EDIB at every level, adopting an intersectional approach to tackling inequalities and exclusion in relation to all characteristics, and understanding how this relates to safeguarding. By acknowledging intersectionality and EDIB in our safeguarding work, we can better understand people’s varied experiences of harm, how Turn2us can best empower people to protect their rights, and how to ensure we do not discriminate in our safeguarding work.

**Approach required by the consultant**

* Wherever possible, Turn2us works with Coproduction Partners who have lived experience of financial hardship and seeks the opinions and feedback of service users alongside staff.
* Coordination with the Safeguarding Manager, members of the Safeguarding Committee, and any other relevant staff for their input and feedback will be required.
* Undertaking interviews with a minimum of six staff, coproduction partners, and service users, gauging their opinions to understand what EDIB in safeguarding means to them, and how this relates to their experiences of safeguarding at Turn2us to date.

**Tasks**

1. Assessing the Turn2us safeguarding framework to understand how effective it is in its approach to EDIB
* The consultant will assess how Turn2us can effectively:
* Acknowledge and address power imbalances and intersecting issues relating to different protected characteristics in its safeguarding work.
* Understand types of harm experienced by service users and the best support to be offered to them (and staff affected by harm and abuse) whilst in contact with Turn2us.
* Adopt a broader participation strategy in safeguarding, including making information accessible to different groups to support participation in safeguarding.
* Ensure EDIB is incorporated in Turn2us safeguarding policies, procedures, guidance, tools, and materials
* Align its safeguarding framework with existing EDIB approaches and initiatives within the organisation.
* Adopt any further, relevant areas of a successful EDIB approach to safeguarding as outlined by the consultant.
1. Compiling and delivering an assessment report
* The assessment report needs to provide general feedback on how the assessment went and the questions, opinions, and issues that were raised in the process and by interviewees.
* The assessment report needs to make clear, detailed recommended actions of where and how Turn2us can improve its approaches to EDIB in its safeguarding framework.
1. Recommending changes to documents within the safeguarding framework
* Where required, as based on their assessment report feedback, the consultant will provide updated and/or amended entries for policies, guidance, tools, and materials within the safeguarding framework that reflect an effective approach to EDIB.

**Deliverables**

* A safeguarding assessment report
* A set of updates and/or amendments to policies, guidance, tools, and materials within the safeguarding framework

**Required experience and skills of the consultant**

* Strong understanding of and experience working in safeguarding (with a focus on adult safeguarding) in the UK context
* Strong understanding of equality, diversity, inclusion, and belonging
* Strong experience conducting reviews of safeguarding frameworks
* Strong experience in conducting interviews as part of an assessment process
* Experience of working with non-profit organisations
* Strong writing and communication skills; experience in writing assessment reports
* Previous consultancy experience working to deliver against tight timescales

**Provisional calendar**

The consultant can work remotely and carry out the different tasks mentioned above online. The consultant will be required to complete the work between **September 2022** and **November 2022**. The dates below may be subject to change depending on the successful candidate(s) and how the work develops.

* Interview/selection process: *1-13 September 2022*
* Briefing phase: *14-23 September 2022*
* EDIB safeguarding assessment: *26 September – 18 November 2022*
* EDIB safeguarding assessment report delivery: *21November 2022*
* Project close date: *28 November 2022*

**How to apply**

Application documents must be submitted no later than **14 August 2022** to recruitment@turn2us.org.uk specifying “*Turn2us Safeguarding and EDIB assessment*” in the subject line.

The application should include:

* Complete CV for each applicant (including links to/attachments of any similar previous work carried out)
* A proposal for how the work would be carried out (maximum of 2 pages)
* A detailed budget including suggested days required, fees, and activity costs (including VAT)
* A minimum of 2 referees for each applicant

If you have any questions about this Terms of Reference or this piece of work, and would like to seek any clarifications before submitting a full application, please feel free to contact Andrew May (Safeguarding Manager) at andrew.may@turn2us.org.uk.

**Commitment to diversity and inclusion**

We welcome applications from anyone regardless of their age, experience, disability, ethnicity, heritage, sexuality, gender, and socio-economic background. We particularly welcome applications from disabled candidates, trans people and black, Asian, and minority ethnic candidates, as these groups are underrepresented within our organisation.

Turn2us is deeply committed to inclusive working practices, so during the application process we commit to:

* Paying for childcare whilst you’re at Turn2us interviews where these take place in person.
* Paying for your travel costs to the office and back for interviews.
* Making any reasonable adjustments.