

A woman with long dark braids wearing an orange sweater and a man with short brown hair wearing a striped shirt are standing in front of a wall with large geometric shapes. They are both smiling and gesturing with their hands as if in conversation.

## Equity, Diversity And Inclusion Lead

### JOB PACK

If you would prefer this read aloud, guidance is available [here](#).

# OUR MISSION

Almost 700,000 children in England rely on the support of social workers each year. These children need and deserve the support of life-changing social work professionals who can empower them to achieve their full potential and help to break the cycle of trauma and disadvantage.

Frontline is England's largest children's social work charity. We're committed to ensuring a safe and stable home for all children so they can reach their full potential - no matter their social or family circumstance. Our mission is to create social change for children who do not have a safe or stable home, by developing excellent social work practice, leadership and innovation. We are creating social change by building a movement of leaders in social work and broader society as part of our Fellowship. We have ambitious aims to grow this community to 5,000 impactful fellows by 2025, and with it our fellows' ability to effect system changes that will improve the life chances of vulnerable children.

We are looking for enthusiastic individuals from a diverse range of backgrounds to join our organisation and contribute to our work to create lasting social change for children and families. At Frontline we do this while striving to achieve a culture of freedom and responsibility, and working to become a truly anti-racist organisation. Read on to find out more about our culture and what we are looking for in this role.



# FREEDOM AND RESPONSIBILITY: OUR CULTURE

To achieve our best work as a charity, we need to both let go of control and expect much more of one another. If we can manage this feat, you will be surrounded by a team who can solve problems, speak with candour, communicate expectations and give one another the space and support to achieve fantastic results for children and families. This is what we call a culture of freedom and responsibility.

How do we make it happen? Freedom without responsibility results in chaos – confusion, frustration, a lack of accountability. Responsibility without freedom breeds a rigid focus on following rules and process, even when professional judgement and creativity would produce better results. It can result in people doing things right without doing the right thing. Because of this, we need to have huge levels of both freedom and responsibility. The most important word is not freedom, nor responsibility, but **and**.



# DIVERSITY AND INCLUSION

Frontline is an employer that takes equal opportunity seriously and seeks to walk the talk.

We believe that the strongest performing teams have a lot of difference in them. Our employees come from a range of backgrounds and with various expertise. We are committed to anti-discriminatory practice and are actively seeking to bring people with different lived experiences into the organisation. According to our most recent demographic survey, 26% of our employees are from ethnic minority backgrounds, 17% are disabled and 20% identify as LGBTQ+.

We are committed to becoming an actively anti-racist organisation. For us at Frontline, that means proactively tackling systems and structures that perpetuate and embed racism in our society. We published a racial diversity and inclusion plan in June 2020 and have been working to deliver this since that time, which you can read more about on our website [here](#).

We have a diversity and inclusion working group that includes employees from across all teams and levels including the people team and our senior leadership team. The group leads on recommendations for improvements in this area and implements initiatives to achieve equality for all.

We are committed to taking an inclusive approach to recruitment. We use a system called Pinpoint, which helps to remove bias from the selection process by anonymising applications. We ensure all of our employees have the relevant knowledge to support these aims. We design and deliver regular workshops and training around diversity, inclusion and belonging. We are proud to have won the ENEI Best Smaller Employer Award 2020.

If you're interested in hearing more about diversity and inclusion at Frontline, please feel free to contact [people@thefrontline.org.uk](mailto:people@thefrontline.org.uk).



# OUR BENEFITS

We know that working here is more than just a job title. Our benefits are a way of recognising employees for the important work they all do.



## Community

- Employee Resource Groups (incl. LGBTQ+ Affinity Group, Black Affinity Group, family network)
- Organisational away day once a year
- Regular social activities – virtual and in-person
- Social work roles can join the Frontline Fellowship after one year of service



## Family

- Enhanced Occupational Maternity, Adoption, and Shared Parental leave policies
- Partner leave
- Foster and kinship care policy – support and time off for training (up to 5 days)
- Time off for fertility treatment/IVF appointments



## Flexible working

- Home-working around the needs of your role
- Flexibility around our core hours (10am-4pm)
- Mission aligned volunteering time (up to 3 days)



## Learning and development

- CPD – Professional qualifications and apprenticeships
- Tailored, in-house workshops
- Coaching with qualified, professional coach



## Holidays

- 25 days annual leave, plus bank holidays and office closure from 25 December to 1 January
- Holiday entitlement increases by one day every year after two years' service (up to max. 30 days)
- Buy up to five days annual leave a year



## Health and well-being

- Employee Support Service – 24/7 confidential advice line and counselling
- Occupational Health support – assessments and counselling
- Life Assurance Scheme – death in service benefit of x3 annual salary
- Free eye test and flu vaccine
- Employee-led Wellbeing Action Group
- Sabbatical after 3 years' service (up to 6 months)



## Pay, pension and loans

- Transparent salary structure
- Up to 8% employer pension contribution
- Interest-free bike and season ticket loan
- Interest-free deposit loan for renting or buying a new home

# THE ROLE

## Reports to:

Chief Social Worker

## Salary:

£56,544.53 (including London Office Allowance) plus competitive pension

## Contract:

Full Time, Permanent

**Location:** Hybrid, 2 days a week expected in our London Office.

## Closing date:

9am, 10 July 2025

## Interviews:

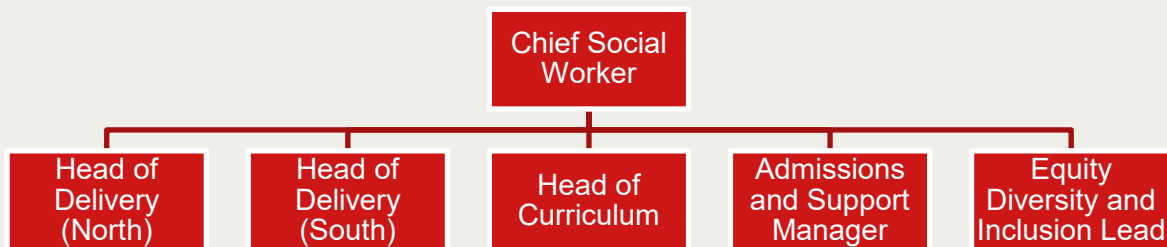
**First round:** Thursday 17<sup>th</sup> July (online via Microsoft Teams)

**Second round:** Thursday 24<sup>th</sup> July (in person in our London office) includes a presentation task



## The team you will be working in

The role will sit in the Chief Social Worker's directorate alongside our admissions and support, curriculum and delivery teams. These teams achieve our mission through assessing participants eligibility and suitability, ensuring they are registered with our university partner in a timely way and by designing and delivering world class social work education and training.



# THE ROLE

## Job description:

The EDI Lead is responsible for developing and implementing strategies, programmes, and initiatives that promote diversity, equity, and inclusion within the organisation. This role involves collaborating across teams and functions to ensure that EDI principles are integrated into all aspects of the work. They are responsible for fostering a culture of inclusion, holding people to account through knowledge and skills and create a brave space for challenging conversations.

## Key responsibilities:

- Lead facilitator for reflexive spaces for colleagues running community spaces
- Provide outreach support for minoritized participants as needed
- Contribute to the review and design of our programmes in relation to EDI content
- Review and consultation on all aspects of recruitment and admissions processes to ensure fairness and reduction in bias
- To be the lead anti discrimination advocate (ADAs) and facilitate regular group meetings to check in with the other ADAs
- Work with ER on material for socials linked to relevant festivals, and attracting people from minoritised groups to our programmes
- Lead, develop and facilitate 'lunch and learn' sessions
- Collaborate with the people team to review and develop EDI policies
- Be the point of contact for issues relating to EDI across all programmes, providing advice, guidance and coaching
- Work with the partnerships team and meet with our local authority partners as required to support and work through issues of EDI
- Design and deliver training in conjunction with the people team
- Collaborate with the people team and evaluation as required to construct reports relating to survey data and champion subsequent changes or improvements
- Internal affinity group lead and point of contact for staff attending these groups
- Work with the coaching manager to facilitate reflexive spaces and support with debrief and issue escalation for coaches from a minority background
- Member of the racial diversity and inclusion steering group
- Represent Frontline at conferences, talks and events relating to EDI



# THE ROLE

## Person specification:

Experience and Knowledge	Essential or Desirable	Where this will be assessed?
Proven leader in EDI in the charity, private or public sector	<i>Essential</i>	<i>Application and interview</i>
Experience of leading EDI projects that improve outcomes for minoritised groups	<i>Essential</i>	<i>Application and interview</i>
Knowledge of EDI frameworks, current policies and legislation	<i>Essential</i>	<i>Application and interview</i>
Ability to hold challenging conversations with colleagues and partners	<i>Essential</i>	<i>Interview</i>
Confident in representing the charity's position on EDI externally and at events	<i>Essential</i>	<i>Interview</i>
Develop and implement strategic plans that align EDI goals with the organisation's overall objectives	<i>Essential</i>	<i>Interview</i>
Knowledge of and or experience of social work	<i>Desirable</i>	<i>Interview</i>



# THE ROLE

## Person specification:

Characteristics and Skills	Essential or Desirable	Where this will be assessed?
Strong and authentic leadership that holds a line on expectations in the EDI space	<i>Essential</i>	<i>Application and interview</i>
Passionate about EDI and committed to reducing disadvantage across all minoritised groups	<i>Essential</i>	<i>Interview</i>
Ability to communicate ideas and information relating to EDI in a clear and concise that has a clear rationale	<i>Essential</i>	<i>Interview</i>
Ability to influence others to embrace and understand EDI values through own actions and behaviours	<i>Essential</i>	<i>Interview</i>
High levels of emotional intelligence to support and understand the specific challenges minoritised groups face	<i>Essential</i>	<i>Interview</i>

We believe that diversity makes for a stronger team and want our organisation to better reflect the communities we serve. Therefore, we are actively seeking applicants from racialised minority backgrounds for this role. We are also a disability confident employer and welcome applicants with disabilities. We ensure a diverse shortlist for all our roles when prompted, we encourage you to share this information with us if you feel comfortable to do so.

Please let us know how we can make the recruitment process more accessible for you by emailing [People@thefrontline.org.uk](mailto:People@thefrontline.org.uk).



# THE ROLE

You may not have all of the experience or skills listed in this job pack but don't let that automatically put you off applying. If you have relevant experience and feel you would be a good fit for this role, we'd love to hear from you.

It is important to us that you are aligned with our values and committed to:

- working to deliver our [mission](#) and helping achieve our vision
- working towards our organisational goal of creating 4,000 impactful fellows by 2025
- creating a culture of freedom and responsibility
- actively dismantling discrimination in your role

## Right to Work:

- We welcome applications from all candidates who have the right to work in the UK, including those who may require visa sponsorship, as this role is eligible under Home Office criteria.

## How to apply:

If this sounds like the right role and organisation for you, please apply by following this [link](#).

Please note that we reserve the right to close all roles early if we experience a high number of applications. If you think the role is a right fit for you, please apply as soon as you can.

## Want to find out more?

Please contact:

Lisa Hackett, Chief Social Worker at [lisa.hackett@thefrontline.org.uk](mailto:lisa.hackett@thefrontline.org.uk)

