

Job information pack

January 2024



We are a
Living Wage
Employer

Welcome

Thank you for your interest in applying for a job with Thirtyone:eight.

As the UK's leading independent Christian safeguarding charity, we are passionate about creating safer places for all. We are looking for people who share our values to support us in achieving our vision of a world where every child, and adult, can feel, and be, safe.

This information pack, along with the job description and person specification for each role, should give you all the information you need to help you complete your application.

For over 40 years we've been at the forefront of raising standards in safeguarding within the faith and charity sectors and continue to work closely with our members, partners, and government and statutory agencies to support thousands of organisations across the UK and internationally to protect vulnerable people from harm and abuse.

If you have any further questions or would like any more information, please email us at jobs@thirtyoneeight.org or for an informal conversation about a role call us on 0303 003 11 11 (select option 6) and we'll be happy to help.

Thank you for your interest in working with us.



Justin Humphreys



Steve Ball

(Joint Chief Executives)





How we make a difference

About Thirtyone:eight

Thirtyone:eight is the UK's leading independent Christian safeguarding charity which helps individuals, organisations, charities, faith and community groups to protect vulnerable people from abuse.

To do this, we provide training, consultancy, disclosures and a safeguarding helpline, making sure everyone is equipped and empowered with the tools they need. We are leading experts in safeguarding, working with government to inform legislation and promoting high standards in safeguarding practice.

Trusted for over 40 years, we work together with a network of thousands of member organisations to make sure that standards for safeguarding are upheld and protected.

How we work

- **We are independent, experts providing a complete safeguarding solution.**
- **We educate, inform, support and equip churches, faith groups, organisations, individuals, and government with the tools they need to protect vulnerable people.**
- **We recognise that it's only by working together that standards in safeguarding will rise, which is why 'together' is at the core of everything we do.**
- **We do this because we are Christian, which means we are compelled to care for and protect vulnerable people.**

We are members of the Christian Safeguarding Forum (CFS), UK Council for Child Internet Safety (UKCCIS), Association of Christian Counsellors and the Christian Helplines Association. We are also a partner agency with CEOP (the Child Exploitation and Online Protection centre).



Our vision

Our vision is a world where every child and adult can feel, and be, safe.

It is a big vision, and it's what drives us because we believe that when a person or organisation shares this vision, transformation takes place, safer places are created and people's lives are impacted for the better.

Our mission

We will **equip** society with the knowledge and skills to create safer environments for children and adults at risk.

We will **empower** society to respond appropriately to those who are vulnerable or have experienced abuse.

We will **encourage** society to stand against oppression and exploitation by informing legislation and striving to raise the standards in safeguarding practice.

Our values

Our values are what make us tick. They are how we behave and how we communicate. They are what you can expect from us, our DNA:

Christian:

We are a Christian organisation, who are inspired to 'speak out on behalf of the voiceless, and for the rights of all who are vulnerable' as we believe God told us to. This is the foundational pillar of all our work.

Thought leader:

We are experts at the forefront of raising safeguarding standards, and we share our knowledge with churches, organisations and the government, as well as the general public.

Respectful:

We are honest and have strong moral principles. We are transparent and fair in everything we do.

Empowering:

We want other organisations and groups to grow in knowledge and confidence – that's why we share our knowledge and encourage people to use it.

Compassionate:

We understand that every person is unique, we value and care for every person who needs our help and treat them accordingly.



What we can offer you

Our people

Thirtyone:eight is a people focussed organisation. Our people are at the heart of everything we do. Our teams comprises highly experienced and skilled professionals, all of whom have high levels of expertise that extend across a wide range of professions and backgrounds.

Best charity to work for

Thirtyone:eight are proud to be the winners of Third Sectors 'Best Charity to work For 2020'. This reflects our commitment to our team and the culture of the charity. We are a caring, 'family' organisation who support and encourage each other; and whatever team you're part of you will be valued for the contribution you bring.



Pay

As a Living Wage accredited employer our wage rate is based on the cost of living. The starting salary for each role is positioned within an appropriate pay group and subject to successful annual appraisals you will be entitled to step-up through the increments in the pay group each year.



Holiday

All staff are entitled to 35 days' paid holiday in each holiday year, which runs from the 1st January to 31st December and includes statutory and public holidays as a full-time employee (pro rata as a part-time employee).

Sabbatical

All staff, regardless of position in the organisation, are entitled to a sabbatical of four weeks (in addition to their usual holiday entitlement) after each period of seven consecutive years of paid employment has been achieved. This is to recognise long service and provide an opportunity for the staff member to do something 'significant' that would otherwise be out of reach.



Pension

You will be automatically enrolled into a qualifying pension under pensions' auto-enrolment rules, after a qualifying period of three months' employment.

Healthcare

Thirtyone:eight has a private health care scheme through Benenden Health which all staff can access on successful completion of probation.

Supervision and support

Informal supervision will happen regularly with your line manager and formally at least once a quarter. These sessions focus on you as an individual and not only help us understand how we can help and develop you with your work, but also ensure that we are offering relevant, appropriate support. Where required, additional support can be accessed via Benenden Health.

Learning and development

Through regular supervision and our appraisal system, learning and development opportunities are highlighted. Where possible and appropriate, these are incorporated into personal objectives to ensure that your development needs are being met and also the charity benefits from that training. We also operate a volunteer scheme which enables staff to apply to become 'employee volunteers' with other agreed organisations as part of their identified development needs. The scheme helps employees to enhance and develop their skills in a way where their experiences could be a real asset to themselves, as well as the service areas they work in.

Flexible working

We understand the importance of being at those significant family events – especially if you have young children. Where possible, we aim to accommodate your working hours to ensure that you can be at those red-letter events. Home working or hybrid home/office working can be considered for roles where this is appropriate.

Call us 0303 003 11 11 (option 6)
email us jobs@thirtyoneeight.org
or visit thirtyoneeight.org
PO Box 133, Swanley, Kent, BR8 7UQ



Creating safer places. Together.