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| **Job Title: Modern Slavery Partnership Creator, Black Country** | |
| **Accountable to:** | **Transforming Communities Together Lead Development Worker** |
| **Conditions:** | |
| **Hours of work:** | 60 days |
| **Base, if required:** | Small Street Centre, Walsall |
| **Remuneration:** | £335 per day |
| **Contract:** | 6 months |
| **Mileage Allowance:** | Rate (1st 10,000 miles in tax year) 45p per mile |
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**Background**

Transforming Communities Together (TCT) is a joint venture between the Church Urban Fund and the Diocese of Lichfield. We are part of the Together Network linking with 20 other independent joint ventures across England. We were established in 2014 to build capacity and resilience in communities to tackle poverty in and around Staffordshire, northern Shropshire and the Black Country. We deliver several initiatives including Near Neighbours, Dementia-Friendly Churches, and Just Finance Black Country, as well as work on the themes of homelessness, food poverty, modern slavery, and hate crime. We currently employ four full-time and five part-time staff. The Chair of the Trustees is the Director of Transforming Communities for the Diocese of Lichfield.

**The Modern Slavery Project**

The Modern Slavery Project is a short-term 6-month development project funded by the Community Fund. Its aim is to develop, grow and formalise a partnership in the Black Country of statutory organisations (including the Police, criminal justice system and local authorities), businesses, voluntary sector, faith sector and community groups to tackle modern slavery. It is our intention that following this development phase, we will secure longer-term funding to enable the partnership plans to be implemented.

Modern Slavery comes in many forms: forced criminality, forced labour, sexual exploitation, domestic servitude, organ harvesting, child sexual exploitation, forced marriage, benefit fraud and, more recently, ‘county lines’. There are an estimated 136,000 victims of modern slavery in the UK, criminally trapped in industries such as construction, agriculture, hotels and restaurants, care homes, car washes, and nail bars. In 2018, West Midlands Police referred 117 potential victims of slavery to the UK’s National Referral Mechanism (NRM), with the four Black Country Councils referring 103. Localities within the Black Country, with cheap housing and a high turnover in the private rental market, have become modern slavery hotspots.

The evil of modern slavery has been identified as a national (and regional) priority. To tackle it effectively requires a robust partnership approach bringing together the combined skills, power and authority of the criminal justice system, the care of social services, and the ‘hands on’ resources and deep compassion of local communities. Such a multi-layered approach calls for a sophisticated level of collaboration and co-ordination as the different partner organisations have different ways of operating, and divergent service demands and priorities.

We want to create and drive forward a strong partnership-working approach between the voluntary sector, businesses, faith and community organisations, and the statutory sector across the region where we are currently based; and focused particularly on the identified hotspots in the Black Country. We will help formulate an action plan. We will also liaise with potential funders for additional activity. In this initial developmental stage, whilst the partnership is being formed, we will provide Modern Slavery awareness training to local groups, faith and community organisations, increasing their role in reporting signs of Modern Slavery as well as slavery-proofing their practices. This will build on a small pilot programme of training we have delivered to 832 individuals across Wolverhampton, Walsall, Sandwell and Dudley, which generated strong outcomes. We have worked with Big Issue Vendors, Access2Business, Churches and the general public in Walsall and Wolverhampton. To deliver this development project, we will be recruiting a Partnership Creator and a Development Worker.

**Job Purpose**

The Modern Slavery Partnership Creator is the key role for this project. The post-holder will take the lead in identifying suitable partnership members, engaging with them and bringing them together to formulate an agreed, comprehensive and collaborative rolling action plan. They will also liaise with potential funders to resource any additional activity which is identified as being required for a comprehensive response to Modern Slavery in the Black Country.

**Principle Duties:**

* Approach voluntary sector, faith and community organisations across the Black Country inviting them to express an interest in partnership working with each other and with the statutory sector through a new task-focused partnership vehicle. Examples include West Midlands Anti-Slavery Network, Wolverhampton and Walsall Anti-Slavery Partnership, Slavery–Free Sandwell, The Clewer Initiative, Black Country Chamber of Commerce, Black Country Women’s Aid, Jericho Foundation, Hope at Home, Mothers Union, Refugee and Migrant Centre, The [Sophie Hayes](https://www.sophiehayesfoundation.org/) Foundation, [Free for Good](https://freeforgood.org.uk/), [Medaille Trust](http://medaille-trust.org.uk/), [Adavu](https://www.adavu.org.uk/), My Gateway to Freedom, and [The Trussell Trust](https://www.trusselltrust.org/).
* Also approach and involve statutory agencies such as the Police, local authorities, and Gangmasters and Labour Abuse Authority.
* Engage with grant-making charities and other agencies which have expressed an interest in supporting this work.
* Engage with businesses which could play a role in contributing towards and benefiting from this work.
* Engage with all potential partners to negotiate a multi-faceted and comprehensive partnership agreement, outlining the roles and responsibilities of each partner involved.
* Gather evidence and data regarding the prevalence and incidence of modern slavery across the Black Country including geographical data.
* Gather information and map the activities, interventions and initiatives being undertaken in response to modern slavery across the Black Country
* Work closely with partners to agree a new five-year programme of work, which would then form the basis for a bid for five-year Partnership funding from the Community Fund.
* Provide supervision and line-management support to a newly appointed Modern Slavery Development Worker, providing oversight for the training element of the project.
* Manage and develop the project’s external communications, including website and social media accounts.
* Organise and attend network events.
* Travel extensively around the Black Country engaging with partners and associate organisations and occasional travel nationally to engage with peer agencies delivering similar initiatives elsewhere.
* Ensure the collection and recording of appropriate monitoring and evaluation information for the whole project.
* Prepare project reports.

The post holder will need to attend meetings at various sites across the Black Country.

**Person Specification**

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|  | **Essential** | **Desirable** |
| Knowledge and Experience | * Successfully managing projects from inception to completion. * Successfully bringing together partners to form, develop and deliver successful partnership projects. * Preparing complex partnership agreements. * Developing successful fundraising proposals. * Designing and implementing new monitoring and evaluation processes. * Communicating and networking with people from a wide range of backgrounds. * Management within a not for profit organisation community organisation. | * Modern Slavery and its context |
| Skills | * Good communication skills, both verbal and written. * Use of diplomacy as a means to achieve positive outcomes. * Negotiating with senior managers in statutory agencies, voluntary sector organisations, faith groups and businesses. * Computer literacy, including website management and social media platforms. * Recording to a high standard and producing information in a clear and accessible way. * Working successfully with competing deadlines and prioritising your workload to achieve maximum use of time and resources. * Financial literacy, with an ability to manage a project budget. * Ability to travel to sites across the Black Country | * A person with vision and able to inspire others. * Creativity in finding and using resources to meet needs. |
| Attributes | * Commitment to delivery of a high quality project. * Flexible and adaptable. * Natural empathy with people. * Ability to work independently and be accountable. * Commitment to working within an equal opportunities framework. | * Willingness to share information and assist colleagues |

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| To express an interest: send your CV and a covering letter outlining your approach by 9am on **23rd September 2019**, to: [david.primrose@lichfield.anglican.org](mailto:james.henderson@tctogether.org.uk) |