



Job title: Safeguarding Trustee - London & Brighton

Reporting to: Managing Director

Remuneration: £0 (Pro-Bono, Volunteering role)

Duration: 2 years, further 2 years extension as per Board of Trustees' decision.

Location: London and Brighton, several central areas and expanding reach. Coworking office space in Brixton.

Commitment and Work Style: 2 years, approx. 8hrs per Quarter, 5 meetings per year. Both F2F and online meetings.

Start: March 2023 / Apply ASAP as we interview and recruit as applications come, no more applications will be taken after 29th Feb 2024

(Check out our [Big Give Video](#) / [Jamal's Video](#) / [Stories](#) / [Participatory Action Research Impact Report 2022](#))

We are looking for the next Safeguarding Trustee to join our board and help lead the strategy and support the core team to continue growing our support for young refugees across the UK.

About Breadwinners

Breadwinners is set up to tackle unemployment and poor well-being by providing young refugees and people seeking asylum with their first work experience in the UK, training, and personal mentors so that they can start and progress in their careers. We achieve this goal through three consecutive programmes, using our award-winning bread stalls in markets across London and Brighton and wholesale for socially minded cafes and restaurants.

1. [Risers programme](#): A two-month early intervention programme designed to provide structured work experience, training, and mentorship to newly arrived young people seeking asylum through our 18 stalls.
2. [Breadwinners programme](#): The follow-up programme for refugees with the right to work, which involves working as a market stall manager for six months and earning the UK living wage.
3. [Proofers programme](#): A progression programme that entails working remotely as part-time online sales representatives for six months, managing our wholesale delivery model.

Over the last five years, we have supported over 371 refugees and young people seeking asylum through our programmes, with 93% of our participants reporting significant improvement in their well-being. Furthermore, 88% of our Breadwinners programme participants have secured further employment after completion.

You will be working with the Managing Director, Core team and Board of Trustees and volunteers to create and improve processes and a culture of work that safeguards the Breadwinners community. You will have the chance to see the impact your work has, meet and support amazing young people who deserve better opportunities, and work together on the strategy of Breadwinners.

Please apply as soon as possible by submitting your cover letter and CV to martin@breadwinners.org.uk. Please use "BW - Breadwinners Programme Mgr Application" as the email subject. We will arrange interviews for great applications as they come in. No more applications will be taken after the 29th Feb 2024.



We are an equal opportunity employer and strongly encourage applications from those with lived experience of migration, and from diverse applicants regardless of age, disability, gender reassignment, marital/civil partnership status, race, religion or belief, sex, sexual orientation, or pregnancy/maternity leave status.

We welcome informal chats about the role - please call Martin Cosarinsky Campos on 07783996918.

Becoming a Trustee

The Breadwinners Foundation Board of Trustees work together to ensure the charity is run properly and has the biggest possible impact. As a trustee, you will have the opportunity to support Breadwinner's strategic development, make decisions about what the charity will do, and oversee its finances. Breadwinners is a young and small charity, so your expertise will make a real impact on how the charity grows, and the people we support.

Breadwinners Foundation is growing and as we do, we want to ensure that our Board is equipped to support our staff and beneficiaries. This role is a Safeguarding Trustee. At Breadwinners safeguarding is the responsibility of everyone and we have a culture where all employees, volunteers and all associated with our work are expected and supported to adhere to good practice. The specific purpose of this role is to safeguard the Breadwinners Community by supporting the rest of the Board and the CEO, to ensure that our policies and procedures create a safe and caring environment for all engaged with our work and are as efficient and effective as possible.

Ideal candidate's attributes

- Passionate about supporting refugees and young people seeking asylum.
- Knowledge of safeguarding policy and procedure in the third sector.
- Ability to work with teams and support people development.
- Self-starter with commitment, motivation, and drive to upskill as needed to support the charity.

Your role

- Assess potential risks that arise from Breadwinners activities and operations involving children and vulnerable people.
- Ensure appropriate safeguarding policies, practice, and procedures to protect beneficiaries, volunteers and staff and ensure these are in line with most recent government legislation and best practice.
- Support the Director and staff to respond to specific safeguarding issues, as required.
- Support the structure and development of the team.

Requirements

- Available to dedicate at least 8hrs per quarter to Breadwinners work.
- Available to attend Trustee board meetings on weekdays afternoons 5 times a year.
- Available to support:
 - Quarterly Safeguarding Team meeting with Safeguarding Trustee
 - Annual Core Team Training.
- Committed to a 2-year term on the Board.

KEY SAFEGUARDING DATA

Type	#	%
Grand Total	143	100.00%
Mental Health	36	25.17%
Housing	31	21.68%
Physical Health	14	9.79%
Finance	8	5.59%
Behaviour	6	4.20%
Legal	6	4.20%

- We have logged 576 interventions in total, bringing case management to an average of **4.02** Interventions per Case.
- We have 98 referral partner organisations ranging from Housing, and mental health to Suicide support

SAFEGUARDING POLICIES AND PROCEDURES

- [Data Protection Policy](#)
- [Privacy Policy](#)
- [Staff Privacy Policy](#)
- [BW - Handling allegations procedure](#)
- [BW - Safeguarding Children Policy](#)
- [BW - Safeguarding Children Procedure](#)
- [BW - Safeguarding Vulnerable Adults Policy](#)
- [BW - Safeguarding Vulnerable Adults Procedure](#)
- [BW Modern Slavery - Unions Commitment](#)
- [BW - Modern Slavery Act - Objectives & Plans 2023](#)
- [Assessing and Managing Risk of Modern Slavery](#)
- [BW - EDI Policy and Commitment](#)
- [BW - SAFEGUARDING Risk Assessment / Online Delivery](#)



BREADWINNERS



Our Board of Trustees

Our board of trustees plays a crucial role in enhancing the impact and long-term sustainability of our charity. Each trustee is carefully recruited for their specific expertise and experience, from finance, to charity, bakery and lived experience of the issues we tackle, contributing to the overall effectiveness of our organisation. Their collective guidance and strategic oversight contribute to the success and long-term sustainability of our charity.



Baneta Yelda is our Refugee Employment Trustee. She is the co-owner of Companio Bakery in Manchester and is an Assyrian Iraqi who arrived in the UK as a refugee in 2014.



Newly appointed treasurer Tim Stoller who is a Strategy and Commercial Director Consultant bringing extensive experience in the charity and for profit sectors.



Harry George is our Business Development Trustee. Harry George opened his first coffee shop at 21 and now works for SEND coffee.



Tracey Hamer, our safeguarding Trustee is the Safeguarding Policy and Practice Manager at Refugee Action and has in depth experience working with our beneficiary group.



BREADWINNERS



Our Comms and Marketing Trustee Kate Sanger, is the Head of Communications & Public Affairs at Jo's Cervical Cancer Trust.



Anneka de Silva is our Fundraising Trustee. She brings over 12 years of experience in international development and fundraising and is Head of Business Development



The Chair, John Lister, is the Founder of Shipton Mill, Celtic Bakery and several restaurants in London, and provides invaluable advice and in-depth knowledge and networks in the bakery sector.