



RRN Coordinator / Manager

About the role

As RRN Coordinator / Manager, working alongside the existing RRN Coordinator / Manager, you will play a central role in leading the Restraint Reduction Network's (RRN) work and commitment to leading a national restraint reduction movement.

You will lead on specific projects, take the role of lead tutor on RRN qualifications, help grow RRN membership, work across sectors and all types of restrictive practice, and support the continuous improvement and impact of the RRN Training Standards. You will ensure that the work of the RRN is evidence-based, co-produced, protects human rights and challenges inequalities in the use of restraint.

The position of RRN Coordinator / Manager is a dynamic role, working with our members, colleagues, learners, and partner organisations. The RRN has strong relationships across sectors and works collaboratively with others to further the restraint reduction movement.

You will work alongside the CEO, Director of Development and existing RRN Coordinator / Manager as part of a small, supportive team committed to championing human rights and reducing restrictive practices.

The RRN offers a generous pension scheme, 30 days annual leave plus bank holidays and hybrid working.

How to apply

For an informal conversation about the role, contact Sarah Leitch at s.leitch@bild.org.uk

To apply, please send a CV detailing your relevant experience, along with a covering letter describing how you meet the requirements of the person specification and your interest in the role to recruitment@bild.org.uk

About the Restraint Reduction Network (RRN)

The RRN is a registered charity with an ambitious vision to eliminate the unnecessary use of restrictive practices in health, social care and education.

We seek to create a culture of respect for human rights across services. We want services to be places of safety and dignity that respect people's autonomy and wellbeing.

As a network of committed organisations and individuals, the RRN is working towards this mission by sharing learning, developing quality standards and practical tools to support restraint reduction, and by working across sectors to promote culture change.

The RRN is part of the Bild Group of charities. The Bild Group includes Bild, RRN and Bild ACT – three independent charities with their own governance arrangements, who share a commitment to building a society where everyone can enjoy the same rights and opportunities.

RRN Coordinator / Manager

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| Job Title | RRN Coordinator / Manager |
| Responsible to | RRN Director of Development |
| Department | Development Team |
| Salary | Management Scale Approx. £35k/yr. pro rata |
| Location | Remote working with regular travel and attendance at Bild offices, Birmingham |
| Hours | 0.6 FTE (flexible) |
| Contract | Permanent |

Role summary

- Work alongside the existing RRN manager and be an operational lead and coordinator for RRN's work and commitment to restraint reduction by leading a national restraint reduction movement.
- Ensure that all work is:
 - evidence based (linking with academics and universities)
 - co-produced (with people with lived experience of restraint)
 - protects human rights (linking with human rights organisations)
 - challenging inequalities in the use of restraint applied to certain populations
- Lead on specific project work.
- Be lead tutor for the RRN qualifications.
- Support the continuous improvement and impact of the Training Standards.
- Grow the number of members of the RRN and the RRN Community of Practice and increase its impact.
- Consider all types of restrictive practices, including chemical restraint and blanket restrictions and cover all sectors.

Key responsibilities and duties

RRN Steering Group and RRN Trustees

- Support and work collaboratively with the RRN Steering Group.
- Prepare reports for the RRN Steering Group and RRN Trustees.
- Work with CEO and director of RRN and the existing RRN manager to ensure positive relationships with key stakeholders, including members of the Steering Group and other external contacts.
- Ensure actions from the Steering Group and RRN Trustees are completed efficiently and effectively.

RRN Network

- Develop a team of champions from a wide range of services including NHS Mental Health Trusts.
- Support both the Positive and Safe and RRN communities.
- Analyse regular stakeholder / member surveys to inform the development of the networks and RRN future development priorities.
- Work with the director, expert advisors, and members of the steering group to develop a members' portal of evidence-based learning resources to support best practice, including a regular webinar series, infographics and accessible resources.
- Support both face to face and virtual events and support and monitor the online community.
- Ensure people with lived experience are enabled and well supported to contribute meaningfully to the RRN.
- Increase membership of the network across the UK and across different sectors.
- Work with the community coordinator to develop impact measures for the community.
- Provide news items and content for newsletter.
- Work collaboratively and effectively with fellow RRN coordinator / manager ensuring all work is effectively co-produced.

RRN Training Standards

- Work with the director of RRN to ensure the RRN Training Standards and appendices are regularly reviewed and updated in line with best practice evidence base.
- Support the CEO and director to increase take up of the Standards in other sectors and countries.
- Support the development of national guidance for involvement of experts by experience in training.

Qualifications

- Be the lead tutor for the RRN qualifications.
- Support the updating of content so the qualifications remain relevant.
- Support a team of tutors to progress learners.
- Attend tutor meetings.
- Liaise with qualifications team and tutors over progress of learners.

Projects

- Lead specific grant funded projects.
- Ensure our work is evidence based.
- Ensure all resources are co-produced and the people we work with feel their contribution has been valued.

Business development

- Develop positive professional relationships with new and existing stakeholders.
- Work with the director and communications team to develop and implement a marketing plan for RRN.
- Increase membership and reach of RRN.
- Work with the director of RRN and manager to produce evidence-based restraint reduction resources, which may include consultancy, training and CPD resources that are high quality.
- Deliver or supervise RRN consultancy work.
- Deliver training around the reduction of restrictive practices.
- Develop and support a team of consultants who can deliver training and consultancy.
- Work collaboratively with the RRN and Bild team and provide leadership on the specialist area of restraint reduction.

- Provide information to support grant applications.
- Support the development of policy when required and provide information as requested to ALB's government depts and other organisations (eg CQC, Ofsted, ECHR, NHSE).
- Increase the profile of RRN in education settings and settings for older people.
- Support the community coordinator to increase the profile and hits on the website.

Other

- Respond to RRN enquiries in a timely fashion.
- Attend external groups / meetings as appropriate.

Person specification

| Criteria | Essential | Desirable |
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| Experience | <p>Experience of implementing restraint reduction strategies at individual and organisational levels.</p> <p>Networking and building strong professional relationships.</p> <p>Minimum 2 years management experience.</p> <p>Experience of delivering projects on time, within budget, to the required standards.</p> <p>Experience of translating research into practice.</p> <p>Experience of training and developing training programmes.</p> <p>Experience of setting and monitoring measurable outcomes.</p> <p>Able to provide effective support to enable people with lived</p> | <p>Published articles.</p> <p>To have led a multi-disciplinary team.</p> <p>Health background desirable.</p> <p>Experience of working on qualifications.</p> |

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| | <p>experience to feel valued and make meaningful contributions.</p> <p>Significant experience of developing co-produced resources.</p> | |
| Qualifications | <p>Postgraduate and/or a relevant professional qualification.</p> <p>Evidence of continued professional development including related to restraint reduction.</p> | Management qualification. |
| Knowledge and skills | <p>Thorough knowledge of restraint reduction research.</p> <p>Understanding of Trauma Informed Practice.</p> <p>Understanding of current legislation and good practice in relation to using restrictive practices.</p> <p>Strong interpersonal and negotiation skills, which build long-term professional relationships with existing and potential customers.</p> <p>Able to identify, innovate and implement new ideas that support continuous practice improvements and development of members.</p> <p>Experience of reflective practice to facilitate learning</p> | <p>Able to work autonomously as a remote worker.</p> <p>Good understanding of the needs of different populations and different sectors – children, adults, older people, social care, education mental health.</p> |
| Personal qualities | Committed to protecting human rights and improving quality of life of vulnerable people. | |

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| | <p>Values driven and able to demonstrate core RRN values through personal behaviours.</p> <p>Committed to inclusive and evidence-based practice.</p> <p>Live the values and positive cultures we promote.</p> | |
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This role profile is designed to identify principal responsibilities. The post holder is required to be flexible in developing the role in accordance with changes within RRN management agenda and priorities.

Equal opportunities

Bild is striving towards being an equal opportunities employer. In working towards this aim no employee, or job applicant will receive less favourable treatment on the grounds of their role, gender, age, disability, race, nationality, ethnic or national origin, colour, sexual orientation, domestic circumstances, social and employment status, gender reassignment, privately held political opinion, trade union membership, religious or similar philosophical belief, or disadvantaged by conditions or requirements which cannot be shown to be justifiable.