

## RRN Coordinator / Manager

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
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>

	<p>experience to feel valued and make meaningful contributions.</p> <p>Significant experience of developing co-produced resources.</p>	
<b>Qualifications</b>	<p>Postgraduate and/or a relevant professional qualification.</p> <p>Evidence of continued professional development including related to restraint reduction.</p>	Management qualification.
<b>Knowledge and skills</b>	<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>
<b>Personal qualities</b>	Committed to protecting human rights and improving quality of life of vulnerable people.	

	<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.