

Trussell Trust Profile:

Director of Diversity and Inclusion



Directorate: Diversity and Inclusion

Responsible to: Chief Executive Officer

Responsible for: organisation's D&I strategy and delivery

Salary: c. £62,000

Hours: Full-time (37.5 hrs/week)

Contract: Permanent

Based: London, Salisbury or from home

Role Outline

Diversity and Inclusion (D&I) sits at the heart of our aims to sustain a nationwide network of foodbanks for people locked in poverty and allied to this, our campaign to challenge structural economic issues and alleviate the cycles of inequality. We strive to alleviate poverty in all its forms.

Our approach to diversity and inclusion should be embedded in the way that we work with all our service users, our stakeholders, our staff, and our volunteers. There should be respect, fairness, and equality in everything we do, from top to bottom. This requires a commitment to challenge all forms of discrimination, an ability to listen deeply to others lived experiences, and to move decisively to create positive change.

Role Purpose

As Director of D&I you will play a leadership role in creating positive change across the Trussell Trust by shaping and driving our diversity and inclusion agenda. The role is highly visible because you will work closely with all our people, our leaders and managers, and our Board of Trustees. Specifically, you will have responsibility for devising and implementing our D&I strategy, ensuring it is fit for purpose and based on current realities.

With and through your team, you will inspire transformational change across the organisation, ensuring that our policies, systems, and business processes are bias-free, and that our behaviours promote a culture of dignity and respect both internally and externally.

Key Accountabilities

- Lead on the development and the delivery of the TT's Diversity & Inclusion (D&I) strategy, drawing upon internal insights and data, sector knowledge and external best practice.
- In partnership with others, identify and shape solutions for the D&I challenges that emerge from strategy delivery and implementation.

- Apply an intersectional lens across all D&I activity, helping us to build capacity and facilitate meaningful change in the way that we build relationships and serve people.
- Identify and introduce a culture of D&I accountability through effective governance, the tracking and reporting of progress against the D&I strategic objectives and through key performance indicators.
- Use data to evidence that resources and effort are being appropriately directed.
- Work closely with other senior colleagues, the Board of trustees, member networks, committees, corporate partners, and other stakeholders to ensure that all priorities and resourcing are aligned with the D&I strategy. This will include regular reporting.
- Provide expert advice and guidance on all aspects of diversity and inclusion including policy development, recruitment, training, career progression, performance management and other workplace experiences.

Person specification – key points

- Proven experience of D&I strategy development and implementation, leading to systemic change regarding practices, behaviours, and attitudes.
- High level technical and professional expertise in relation to D&I legislation, and fluent in concepts such as power, privilege, unconscious bias and intersectional injustice, and alert to the impact of broader external developments on these issues.
- Able to identify shared goals that can be translated into action plans that lead to measurable results, building capacity for the future.
- Proven experience in managing and evaluating complex projects that increase good practice in equality, diversity, and inclusion.
- Strong relational knowhow with the ability to exert influence at all levels, through accessible communication, both face-to-face and online.
- Credibility in public presenting, both face-to-face and online.
- Conversant with the concept of inclusive leadership and decision-making.
- An example-setter in promoting an environment of empathy, dignity and respect and the elimination of bias and discrimination, including microaggressions, bullying and harassment.
- Confident with complex budget management.
- Strong team orientation using collaboration to encourage diverse perspectives, and a genuine valuing of difference.
- Clear views about the role of D&I in performance management and the achievement of a high-performance culture, post pandemic.