



Senior Health, Safety & Wellbeing Manager

Develop and lead the delivery of a comprehensive, specialist and proactive Health, Safety and Wellbeing strategy across Turning Point that fosters a safe and healthy environment for the people we support and colleagues, and enables a positive health, safety and wellbeing learning and improvement culture.

What I am Accountable for

- Work with the National/Functional Heads and Board members to embed a positive culture that delivers a safe and healthy environment for the people we support and colleagues, ensuring leadership commitment to continuous learning and improvement across Turning Point
- Work collaboratively with National/Functional Heads and Board members to identify current and emerging strategic risk management priorities pertinent to Health, Safety & Wellbeing, making recommendations to mitigate risks and ensuring appropriate plans are implemented
- Monitor and analyse internal and external data including sector and product insights, regulatory and legislative changes, external benchmarks and research to identify current and future trends, risks, issues, opportunities for continuous improvement, and make recommendations to Senior Managers and Board members to inform the business planning process
- Develop and lead the implementation of a sustainable and robust safety culture across the organisation to meet current and emerging risks and requirements, identifying barriers to safety, ensuring colleague engagement and effective implementation of initiatives
- Develop, implement and embed the organisational Health, Safety and Wellbeing strategy, and associated framework and plan, to mitigate relevant risks within agreed risk appetite
- Develop and maintain an effective network of health and safety representatives, policies, procedures, risk management with controls, mitigations and assurance to deliver the Health, Safety & Wellbeing strategy and organisation priorities
- Actively collaborate with cross-functional teams including the People Team and Head of Health & Wellbeing to develop and implement strategies and associated projects and initiatives to enhance the wellbeing of colleagues and the people we support
- Develop and maintain a suite of metrics to measure the effectiveness of Health, Safety & Wellbeing strategy/ projects and provide assurance to the organisation, Operating Board and Board of Trustees
- Lead on the development and implementation of health and safety actions to deliver Turning Point's strategic objectives.
- Produce and present impactful reports and actionable insights for internal governance purposes, including Board members, and chair the Health & Safety Group
- Develop, lead and embed the adoption of technology to leverage opportunities from digital platforms to effectively identify actionable insights and manage organisation-wide incident and accident reporting and Customer Feedback systems
- Ensure health, safety and wellbeing risk management is an active and effective discipline across all relevant governance framework groups with an appropriate focus on incident management, issue management and stakeholder management, as well as meaningful assurance reporting
- Ensure effective health and safety audits and scenario testing is embedded as an effective detection control, escalating risks and taking action to mitigate risks, driving organisational responses and improvements to keep health, safety and wellbeing risks within risk appetite levels and provide the required assurance to the Board
- Monitor and review the health, safety and wellbeing provision and completion of relevant learning and development materials, including colleague induction, acting as an expert for content development, working with National/Functional Heads to ensure the embedding of learning across Turning Point and address non compliance.
- Work with the Director of Corporate Governance and Head of Risk and Assurance to drive forward the risk management agenda and reporting of risk to the Board.
- Contribute to the development and delivery of the Risk & Assurance functional plans to deliver effective risk management and governance, and ensure this is integrated into the Health, Safety and Wellbeing plan
- Lead, develop and engage an organisation wide team to deliver a proactive, effective, safe and healthy working environment for colleagues and to ensure the protection of the people we support from harm
- Ensure resourcing, succession and development plans are in place for the team, reviewed and action taken to mitigate people risk and develop team capability aligned to delivering the functional requirements and organisational objectives
- As the Responsible Person, provide strategic and expert health and safety advice across the organisation, with appropriate recourse to external legal advice, to ensure organisational compliance with current and future external regulations and internal expectations
- Act as the functional lead on serious incidents and accident reporting internally and externally as appropriate
- Proactively collaborate with the business development and market teams in responding to health, safety and wellbeing elements of bids and contract negotiations.
- Ensure strong leadership and oversight of all new service set ups and transferred services so the health, safety and wellbeing standards are effectively understood and embedded from the outset, and effective termination or transition of contracts to other providers at or above health, safety and wellbeing standard
- Build and maintain strong partnerships and alliances with key external stakeholders to strengthen Turning Point's position and reputation, and to identify opportunities for enhancements
- Act as a role model to drive change and promote positive values, including the health and well-being of colleagues and the people we support

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How I Operate as a Leader

We believe that everyone has the potential to grow, learn and make choices

- I share my learning and knowledge internally in order to grow the organisation
- I know what is happening in the industry / sector and focus on how we adapt our strategic direction
- I enable and champion a culture of coaching and continuous learning and encourage self development
- I know what our future people requirements are to ensure success

We all communicate in an authentic and confident way that blends support and challenge

- I create an environment that supports positive debate and discussion which results in action
- I develop inclusive strategies, understanding the needs of the organisation
- I clearly and confidently communicate our strategy and regularly update our colleagues on progress
- I communicate with passion and through this inspire and motivate others

We are here to embrace change even when it is complex and uncomfortable

- I know when the time has come for a step change and have the belief, confidence, passion and strength to do something about it
- I create/enable an environment where change is well managed, person centred and executed effortlessly
- I can see the implications of a shift in the environment around me and adapt the strategy accordingly
- I inspire and motivate teams to deliver through change
- I translate the strategy effectively into execution
- I remove barriers to enable successful change and provide unwavering sponsorship

We treat each other and those we support as individuals however difficult and challenging

- I motivate and inspire people to be themselves and do the best job they can
- I take the time to listen to the needs of the people we support and customers and adapt the strategy accordingly
- I create/enable a diverse and inclusive organisation where everyone has the opportunity to make a difference
- I enable a collaborative, supportive, and respectful culture

We deliver better outcomes by encouraging ideas and new thinking

- I create/enable an inquisitive, collaborative working environment and remove silos/barriers to achieve our goals
- I know and understand our customers and build the strategy with them in mind
- I inspire others to generate ways to improve what we do
- I empower people to deliver in their roles and foster a culture of accountability
- I inspire others to deliver the plans

We commit to building a strong and financially viable Turning Point together

- I use external and internal insight and my health & safety commercial acumen to make decisions that will develop our resilience as well as grow our organisation
- I create an environment where our people understand and know the critical importance of balancing commercial decisions with individual outcomes
- I create a culture where teams are commercially aware and financially accountable

WHAT I NEED:

Essential:

- Significant depth of knowledge in health, safety and wellbeing
- Relevant degree or professional qualification e.g. NEBOSH
- Membership of relevant professional body such as IOSH
- Significant experience in a senior proactive health and safety role, advising and influencing senior managers and Board members at a strategic level
- Proven track record of developing and implementing impactful health, safety and wellbeing organisational strategies and interventions
- Proven ability to drive change to create a positive reporting and improvement culture
- Experience in health and social care or related sector
- Proven ability to develop and engage a team to achieve objectives, including indirectly through health and safety representatives
- Experience of managing and embedding organisational health and safety reporting systems and governance
- Proven ability to use data, insights and analysis to identify learnings, risks and opportunities, make appropriate recommendations and take positive action
- Able to synthesis data and information into written accessible management reports for a range of audiences including senior management and the Board
- Relevant experience in complaints and claims management
- Strong inspirational leadership skills to drive and embed change
- Effecting communication and stakeholder management skills

Skills \ Knowledge/Experience