



**Why work for the Children's  
Commissioner for Wales (CCfW)?**

**Comisiynydd  
Plant Cymru**  
Children's  
Commissioner  
for Wales

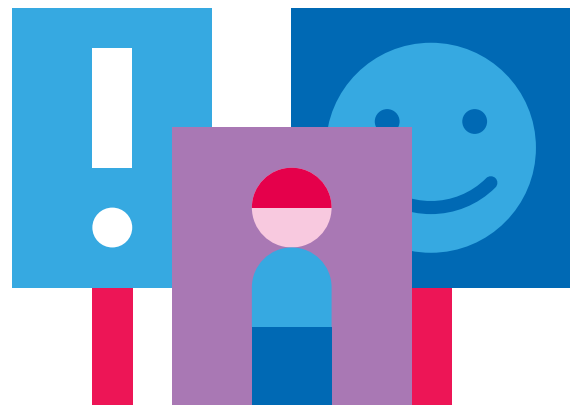
# Because we have purpose in spades!

**At CCfW, we have purpose in spades. Our mission is simple: We are here to protect and promote children's human rights in Wales.**

By working with us, we promise you will be joining a cause that is greater than yourself. We promise to trust and support you to make a difference to children's lives. Everyone in our Team will work with children and young people at some time in their role.

We want everyone to connect with our purpose; working directly with children is deeply rewarding and keeps us in touch with why we're here. We work with thousands of children and young people across Wales every year. We are very proud that our Advisory Panel of 42 young people and our many community ambassadors and school ambassadors have shaped our work significantly over the last 7 years.

We influence the development of national policy in Wales and can demonstrate our impact in areas of significant change for children.



**Daniel Pinks' theory of motivation says employees who find purpose in the work they do unlock the highest level of motivational potential.**

# If our purpose is not enough, what else do we have on offer?

**We always aim to treat everyone who works for us fairly and with respect, learn about other cultures and nationalities, and raise awareness about racism and racial bullying.**



Everyone working for the Commissioner is committed to working to ending racism and oppression across society as part of our all-embracing commitment to promoting human rights, equality, diversity and inclusion.



We really want to improve the way we see the world as a Team and we want to provide strong role models for children of all ethnicities so that they don't assume that human rights is something that only white adults are experts in.



We pride ourselves on listening to staff and acting on what they tell us. We work in cross-organisational project Teams and everyone's opinion is important to us.



Trust is at the centre of how we work. We support agile and flexible working options with clear policies and great technology so you are trusted to determine the best place for you to work effectively and safely at any given time. Our governance, working structures and practices mean that you can experience a strong sense of autonomy appropriate to your role.

The results from our latest staff survey in December 2021 are an uplifting read. Eighty two percent of the Team responded to the survey and these are some of the highlights.

## 95%

of respondents were:

- Optimistic about the future of our Team,
- Feel happy with their level of autonomy,
- Agree that their manager is open to their ideas,
- Feel happy with our structures, for well-being support, and
- Would recommend CCfW as a place to work.



We're also proud to be Welsh! We place a huge amount of time and effort in making sure we're an accessible organisation and that includes being able to offer all our work through the medium of Welsh. Training and support is offered to everyone wanting to improve their Welsh language skills and we set ourselves Welsh promises to make sure that we tailor our support to every individual.

# How does fulfilling your potential sound?

**Improving and learning is an essential element of a fulfilling work life. We love regular reviews, team and personal development. You will be joining a Team of people with a high level of skills and experience.**

Being a small Team we promise that you can influence the training we deliver to the team and of course your own personal learning journey. You will also participate in an impressive breadth of activities that is not always possible in a larger organisation. We help each other when covering big events and in times of emergencies or absence, meaning your repertoire of skills and experience will grow before you know it.

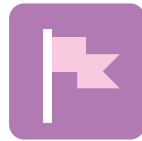


# Aside from our worthy purpose and progressive culture, what else can we tell you about?

Well-being is at the heart of our Team culture and we have developed many working practices and initiatives over the last 10 years to promote health and well-being.



We have a staff led group of Well-being Warriors steering our efforts. Our personal well-being financial allowance helps to improve the accessibility of health activities for everyone in the Team. Our Employee Assistance Programme provides an anonymous counselling, health and wellbeing service and promotes health initiatives.



You can use up to 5 days of special leave a year to volunteer for a cause you believe in. Volunteering makes a positive difference to the communities in which we live and work. It helps us to grow and learn as individuals and as a Team, which is why we want to support our Team to volunteer.



Taking time off is incredibly important for your well-being and for important life events. We offer 31 days of annual leave a year for full time staff members (pro-rata for part time staff) and 9.5 bank holidays in addition to the annual leave.



Our sick leave, maternity, adoption and paternity leave benefits are generous too. We have also introduced important leave and support provisions for colleagues experiencing domestic abuse.



You can apply for special leave support in times of bereavement or times of domestic crises, with a discretionary amount of paid time off (up to five paid days per year).



Additionally we have developed a full set of employment policies to provide transparent mechanisms and structures to keep you safe in work. Specifically our Resolving Conflict approach, Whistleblowing Policy, and Grievance Policy.

## 5 Days

You can use up to 5 days of special leave a year to volunteer for a cause you believe in.



**Please don't hesitate to ask.**

**We hope this short document gives you a great overview of our workplace, our working practices and our culture.**

**We are proud of our work, our team and our workplace but we are always open to new ideas and happy to help and support you in any way we can.**

**If you have a specific need to enable you to participate in our recruitment process or to consider applying for one of our roles please contact us on**

**01792 765600 or  
recruitment@childcomwales.org.uk**

