



Belonging Manager

About the Team and the Role

The Belonging function helps Mencap create the conditions for colleagues to feel accepted, supported, safe and able to be themselves. We embed equity and inclusion through well-designed programmes, practical tools, organisational action plans and inclusive decision-making, improving outcomes for colleagues and people with a learning disability.

The Belonging Manager will support delivery by:

- Owning the portfolio of Belonging programmes and day-to-day implementation priorities, translating strategic direction into clear programme briefs, roadmaps and delivery plans.
- Managing programmes from design through delivery and evaluation, including scope, milestones, resources, responsibilities, risks, dependencies, budgets, benefits and measures of success.
- Designing evidence-informed inclusion interventions, learning content, toolkits, guidance, workshops and resources that are practical, accessible and relevant to Mencap's workforce.
- Leading and coordinating the delivery of Belonging content and programmes, including pilots, facilitated sessions, organisational campaigns and capability-building activity, and improving them through feedback.

- Monitoring and constructively challenging progress against EDI action plans, identifying common barriers, coordinating support and escalating stalled or high-risk actions.
- Providing practical subject matter advice, education and constructive challenge to leaders, People Partners, managers and project teams, balancing colleague voice, organisational priorities, risk and sustainable outcomes.
- Maintaining awareness of relevant legal, regulatory and sector developments and evaluating the reach, quality and impact of programmes to strengthen shared organisational ownership of inclusion.

What you will bring to the role (Essentials)

- Strong experience of managing equity, diversity, inclusion, culture or organisational development programmes in a complex organisation, ideally within a charity, social care, public service or purpose-led environment.
- Experience designing and delivering engaging learning content, toolkits, guidance, workshops or organisational interventions for varied audiences.
- Takes responsibility for their own decisions, actions and behaviour, building trust by being clear, reliable and accountable.
- Understands the impact they have on others, seeks feedback, listens to different views and adapts their approach to build positive working relationships.
- Uses knowledge, expertise and evidence to deliver high standards, anticipate challenges, manage risks and support practical solutions.
- Sets clear direction and expectations, uses systems and tools effectively, and brings people together to deliver goals and continuous improvement.
- Supports people to develop and perform at their best through coaching, mentoring, regular feedback, clear development plans and effective performance conversations.
- Creates an inclusive and positive team culture by leading with honesty, empathy and fairness, valuing different perspectives, removing barriers and helping people connect their work to Mencap's wider strategy.



We are **passionate**
about making the
world a better place



We are **positive**
in our work and
with each other



We are **brave**
we challenge and
try new things



We are **kind**
to everyone



We are **inclusive**
of everyone

Please note: This job description is not intended to be exhaustive. Duties and responsibilities may evolve over time to reflect the needs of the organisation and the role.



“This isn’t just a job - it’s a chance to help change the lives of people with a learning disability and their families. If you’re passionate about making a difference, join Mencap in building a more inclusive future.”

Mencap and our Commitment to Safeguarding

Mencap is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults, and expects all staff and volunteers to share this commitment.

Successful applicants will be subject to appropriate pre-employment checks, including references and, where applicable, an enhanced Disclosure and Barring Service (DBS) check.



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