



**A LIFETIME OF  
EQUALITY  
RESPECT  
AND  
LOVE  
FOR CARE EXPERIENCED PEOPLE**

### *Who Cares? Scotland Job Specification*

<b>Post Title:</b>	<b>Advocacy and Participation Worker</b>
<b>Salary range</b>	£21,858 - £28,230
<b>Hours of work</b>	35 hours per week
<b>Contract</b>	Maternity cover, between 9-12 months temporary contract
<b>Area</b>	Highland
<b>Base location</b>	Old School, High Street, Clachnaharry, Inverness
<b>Responsible to</b>	Advocacy and Participation Manager, North
<b>Last Update</b>	October 2018
<b>Application close date</b>	12 noon, Friday 9 <sup>th</sup> November 2018
<b>Interview date</b>	Wednesday 28 <sup>th</sup> November 2018, Inverness (candidates successful in the stage one interviews will also attend their stage two interview on the 28 <sup>th</sup> Nov)

**Who Cares? Scotland is Scotland’s only national independent membership organisation for care experienced people. Our strategic vision is to secure a lifetime of equality, respect and love for care experienced people in Scotland.**

At the heart of our ambitious Strategic Plan 2018 – 2022 are the rights of care experienced children and young people, and the power of their voices to bring about positive change –

We will continue to provide individual relationship-based independent advocacy and a broad range of imaginative participatory/engagement activity for care experienced children and young people across Scotland; we will work with corporate parents and communities or all sorts across the country to broaden understanding and create change; we will ensure policy makers, leaders and elected representatives locally and nationally shape law, policy and practice on the basis of all that can be

learnt from listening to those with experience of care and working alongside them; and we will continue to publicly advocate and campaign for change.

### **Purpose of the post**

Advocacy and Participation Workers work directly with children and young people with experience of care primarily in an individual advocacy role. This means we listen to what they say and support them in order to ensure their voices are truly heard regarding the decisions which are being made about their lives.

We also facilitate a very broad range of participatory and engagement opportunities, and create the conditions for collective advocacy. This often brings young people together, allowing them to develop confidence, a sense of belonging and the opportunity to identify common issues. We ensure their voices are heard by care corporate parents and communities, creating positive change.

The post holder will place young people at the heart of everything they do, helping them live a positive life now and to reach their full potential in the future.

The post-holder will be joining Who Cares? Scotland and working within the North team at an exciting time, when the voices of those who are in or have experienced care are growing in power, individually and collectively - bringing with them insight, challenge, hope and change. The post-holder will be part of a growing and dynamic team.

### **Main Duties and Responsibilities**

- To provide high quality independent advocacy, children's rights and participation opportunities for children and young people who are looked after, care experienced or subject to formal processes and structures.
- Assist children and young people in preparing for, and effectively participating in child's plan meetings, children's hearings and other formal processes
- Facilitate group opportunities for and with children and young people as directed by the requirements of Who Cares? Scotland.
- Provide other engagement/participation/consultation opportunities for children and young people as part of Who Cares? Scotland local and national work.
- Facilitate awareness raising and training for care corporate parents, including within schools.
- Keep detailed records of work undertaken with young people and undertake monitoring of statistics.
- Prepare liaison reports which are based on the agreed outcomes for your areas of responsibility.

- Create opportunities to meet with care experienced children and young people, in line with agreements with the appropriate local authority.
- Raise awareness of Who Cares? Scotland and the range of the service and opportunities on offer amongst care experienced children and young people, professionals and carers.
- Work in partnership with professionals, carers and organisations to achieve the best outcomes for children and young people through supporting the Care Experienced voice to be heard.
- Adhere to Who Cares? Scotland policies and procedures and values at all times.
- Carry out any other duties commensurate with the post as identified by your line manager

### **Communication and relationships**

The post holder will have key links with:

- Children and young people from Highland
- Partners across Highland (Local Authority; other public sector Corporate Parents; the Third Sector)
- The broader Who Cares? Scotland team, in Highland, the North, and across Scotland

Teamwork alongside strong individual initiative will be crucial for the effective operation and imaginative development of the work.

### **Attitudes and values**

Commitment to:

- Children's rights
- Working inclusively with an understanding of equal opportunities practices
- Belief that young people can make transformative change happen in their lives if given the opportunity.
- Working in partnership with young people, empowering them to make decisions about their own lives
- Developing best practice through regular supervision and training opportunities
- Inter-agency, inter-disciplinary and collaborative work to improve outcomes for children and young people

### **Working environment**

Who Cares? Scotland have an office base in a 'hub' for care experienced young people in Inverness, but flexibility and significant travel will be required given the remit of the role. Some evening and weekend work will be necessary. A full driving licence and access to transport is required.

### **Essential knowledge, skills and experience**

**Qualifications:**

- A relevant qualification, to a minimum standard of HNC/SVQ 3 (SCQF level 7) in a discipline related to working with children & young people or equivalent work experience.
- A current full driving licence

**Knowledge:**

- The issues affecting children and young people in care or with experience of care
- The care system in Scotland
- Children's rights
- Child protection issues
- Independent advocacy and its principles
- Current developments, policy and practice in relation to children and young people encountering the care system

**Skills and Competencies:**

- Ability to manage your time and workload to effectively prioritise and meet deadlines
- Ability to effectively plan and evidence work
- Excellent interpersonal and communication skills, both verbal and written
- Ability to form positive relationships with children and young people
- Ability to work both collaboratively as part of a team and on own initiative
- Ability to travel, and to work some evenings and weekends, with possible overnight stays
- Excellent administrative skills and the ability to produce high quality reports on activity

**Experience of:**

- Working directly with children and young people, both individually and in groups
- Delivering training or engaging a range of audiences
- Working in a collaborative, inter-agency, inter-disciplinary way
- Report writing and evidencing practice and impact