



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

Who Cares? Scotland Job Specification

Post Title:	Advocacy and Participation Worker
Salary range	£21,858 – £28,230 per annum
Hours of work	35 hours per week
Type of contract	Permanent
Area	East Ayrshire
Base location	Irvine
Responsible to	Advocacy and Participation Worker, South West
Last update	January 2019
Application closes	Friday 8 th February 2019, 12 noon

Introduction

Who Cares? Scotland is Scotland's only national independent membership organisation for care experienced people. We want to secure a lifetime of equality, respect and love for care experienced people by 2022 in Scotland.

We will do this by undertaking a series of programmes to achieve on our ambitious Strategic Plan 2018 – 2022. We will continue to provide advocacy to children and young people across Scotland; we will work with corporate parents at local and national level as part of our training and education projects delivered on behalf of the Scottish Government and the Scottish Funding Council and others of a bespoke commissioned nature; we will ensure policy makers and parliamentarians make decisions to law, policy and practice having heard the views of the care experienced community; and we will continue to publicly advocate and campaign for the care experienced community.

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 in order to have their voice heard regarding the decisions which are being made about their life.

We also provide facilitate collective advocacy, which brings young people together in groups to identify common issues and seek to have their voice heard by care corporate parents in order to affect a positive change.

This post will also support the development and delivery of Who Cares? Scotland activity across the South West region. The post holder will place young people at the heart of everything they do to help them live a positive life now and to reach their full potential in the future.

Main Duties and Responsibilities

1. To provide high quality independent advocacy, children's rights and participation opportunities for children and young people, who are looked after or subject to formal processes and structures. We also work with care leavers to ensure their rights are realised and their achievements recognised.
2. Facilitate group-work with children and young people as directed by the requirements of Who Cares? Scotland.
3. Consult children and young people locally as part of Who Cares? Scotland national and local work.
4. Keep detailed records of work undertaken with young people and undertake monitoring of statistics.
5. Prepare quarterly liaison reports and annual reports which are based on the agreed outcomes for your area of responsibility.
6. Regularly visit children and young people, who are looked after or subject to formal processes and structures, and care leavers, in line with agreements with the Local Authority.
7. Assist children and young people in preparation for, and support them to attend, Looked After reviews, children's hearings and other formal processes.
8. Provide children and young people, parents, kinship carers and professionals with information regarding the work of Who Cares? Scotland.
9. To work in partnership with other professionals and organisations to achieve the best outcomes for children and young people. Support the Care Experienced voice to be heard through the Champions Board work and local networks.

10. Adhere to Who Cares? Scotland policies, procedures and values at all times.

11. Carry out any other duties commensurate with the post as agreed by your line manager.

Communication

The post holder will have key contacts with:

- Young people
- Advocacy and Influencing team colleagues
- Local authority colleagues
- Corporate Parents
- Voluntary sector partners
- National partners e.g. CELCIS, Children's Hearing Scotland, SCRA, Care Inspectorate & SSSC

Teamwork is important to the smooth running of the organisation and all team members are required to play an active part. This is important in relation to liaison with colleagues and, ensuring that the service provided meets service level agreements and contributing to the national work of the organisation.

Working environment

Flexibility 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.

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
- Working in such a way as to empower young people
- Developing best practice through regular supervision and training opportunities
- Inter-agency, inter-disciplinary working to improve outcomes for children and young people

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 and young people, or equivalent work experience
- A current full driving licence

Knowledge:

Demonstrable knowledge of:

- Advocacy and its principles
- Knowledge of a range of consultation and participation methods with Young People and Adults
- Issues affecting care experienced young people who are looked after away from home
- The care system in Scotland
- Children's rights
- Child protection issues
- Current policy and practice in relation to children and young people

Skills and Competencies:

- Ability to manage your time and workload effectively to meet deadlines
- Ability to effectively evidence and plan work
- Excellent communication and interpersonal skills, both oral and written are required to achieve effective working relationships
- Ability to form positive relationships with children and young people
- Ability to work collaboratively as part of a team and on own initiative
- Ability to work some evenings and weekends, with overnight stays
- Comprehensive knowledge of the Microsoft office suite
- Ability to travel to isolated locations, where there may be limited public transport
- Ability to reflect on performance and look at alternative points of view

Experience in:

- Working directly with children and young people, both individually and in groups
- Delivering training to a range of audiences
- Working in an inter-agency, inter disciplinary way within voluntary or statutory sector
- Report writing and evidencing practice

We particularly welcome applications from people with experience of the care system who meet the criteria for the post.