



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

Who Cares? Scotland Job Specification

Post Title:	Advocacy and Participation Worker
Salary range	£23,093 to £28,866 pro-rata
Hours of work	30 hours per week
Type of contract	Permanent
Area	Orkney
Base location	Orkney, office location to be confirmed
Responsible to	Advocacy and Participation Manager, North
Last update	July 2019
Application closes	Thursday 12 th September 2019, 12 noon
Interviews	<i>Stage 1 – Tuesday 24th September 2019</i>

Introduction

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 of 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

The purpose of the post is to help nurture an environment where the voices, views and experiences of Orkney's care experienced children and young people are at the heart of decision-making – both for individuals experiencing care, and in the shaping of services to create opportunities and meet needs.

You will work directly with children and young people with experience of care or with a need for advocacy support in an individual advocacy role. This means listening to what they say and supporting them in order to ensure their voices are truly heard regarding the decisions which are being made about their lives. At the heart of the advocacy relationship is trust - built through transparent, honest, accountable and reliable interactions with a skilled and knowledgeable advocacy worker who will support the child to communicate their views.

You will also facilitate a 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. You will help ensure their voices are heard by corporate parents and communities, creating positive change. You will work closely with partners, Orkney Islands Council services and with other public services, in order to ensure that the voices of care experienced children and young people have an impact, and help create new opportunities and develop existing ones.

You 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.

You 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

Independent individual advocacy:

1. To provide high quality independent advocacy support for Orkney's Care Experienced children and young people, and for other young people requiring such support, helping ensure their voices are heard and their rights upheld.
2. To assist children and young people in preparing for and effectively participating in meetings, children's hearings and other decision-making processes.

Youth engagement, participation and collective advocacy:

3. To create a programme of engagement and participation activities for Care Experienced young people across Orkney.
4. To ensure that the networks through which Care Experienced young people can connect, develop and grow as individuals are maximised, including opportunity across the North and nationwide.
5. To work effectively with partners to involve and engage a growing number of children and young people with experience of care.
6. To raise awareness of the experiences and voices of Care Experienced children and young people across a wide range of audiences.

Partnership working:

7. To develop excellent working relationships with relevant organisations and partners.

Reporting and Impact:

8. To ensure that the work of the service is appropriately recorded.
9. To provide reports for the Local Authority in relation to the service provided and its impact.

Reporting and Impact:

10. Adhere to Who Cares? Scotland policies and procedures and values at all times.
11. Carry out any other duties commensurate with the post as identified by your line manager.

Communication

The post holder will have key contacts with:

- Children and young people from Orkney
- Partners across Orkney (Local Authority, other public sector Corporate Parents, the Third Sector)
- The broader Who Cares? Scotland team, in the North and across Scotland
- National networks supporting the development of effective participatory engagement for Care Experienced children and young people, and its positive impact on care.

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

Working environment

A base location in Orkney is being identified. More generally, the remit of the role requires flexibility, some travel and some evening and weekend work. 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, empowering them to make decisions about their own lives
- 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 license

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
- Effective participation and engagement
- 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
- Designing youth work session plans
- Project co-ordination skills
- 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 in:

- 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

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