



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 - £28,866 per annum
Hours of work	35 hours per week
Contract	Permanent
Area	Highland and Moray
Base location	TBC
Responsible to	Advocacy and Participation Manager, North and Advocacy Coordinator, North
Last update	May 2020
Application closes	Thursday 28 th May 2020, 12 noon
Interviews	Interviews will be held remotely on Tuesday 2nd June 2020

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.

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 care 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

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 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.

This role is a full time 35 hour with a primary focus on advocacy, particularly within the Children's Hearing System in Highland and Moray.

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, Care Experienced or subject to formal processes and structures. This will be required within Highland, Moray and in other Local Authorities where children and young people are living away from their own Local Authority.
2. Assist children and young people in preparing for, and effectively participating in child's plan meetings, children's hearings and other formal processes
3. Facilitate group opportunities for and with children and young people as directed by the requirements of Who Cares? Scotland.
4. Provide other engagement/participation/consultation opportunities for children and young people as part of Who Cares? Scotland local and national work.
5. Facilitate awareness raising and training for care corporate parents, including within schools.
6. Keep detailed records of work undertaken with young people and undertake monitoring of statistics.
7. Prepare liaison reports which are based on the agreed outcomes for your areas of responsibility.

8. Create opportunities to meet with care experienced children and young people and introduce the service, in line with agreements with the appropriate local authority.
9. 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.
10. 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.
11. Adhere to Who Cares? Scotland policies, procedures and values at all times.
12. Carry out any other duties commensurate with the post as identified by your line manager.

Communication and relationships

Post holder will have key contacts with:

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

Teamwork, alongside a 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

This role will be temporarily home-based in the first instance, while travel and work restrictions in response to COVID-19 are in effect. The base location for this role is to be

confirmed, subject to discussion, 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 HNC/SVQ 3 (SCQF level 7) in a discipline related to working with children and young people, or be able to demonstrate extensive experience in a role working with children and young people or delivering advocacy.
- A current full driving licence

Knowledge:

- The Children's Hearing System
- 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:

- 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

Additional information

If you have any questions about the role, please get in touch with the HR team through jobs@whocarescotland.org. For an informal discussion, please contact Tom Boyd, Advocacy and Participation Manager, North on 07971 072 983.

Closing date for applications is Thursday 28th May 2020 at 12 noon.

Interviews will be held remotely on Tuesday 2nd June 2020.