



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



Who Cares? Scotland Job Specification

Post Title:	Community of School and Champions Board Advocacy and Participation Development Officer
Salary range	£23,093 - £28,866
Hours of work	35 hours per week
Area	Moray
Base location	TBC
Responsible to	Advocacy and Participation Manager, North
Last Update	September 2020
Application close date	Friday 23 October 2020 at 12 noon
Interview	Stage 1 - Tuesday 3 November 2020 Stage 2 - Candidates successful in the Stage 1 interviews will be invited to Stage 2 with young people

Introduction

Who Cares? Scotland is Scotland's only national membership and advocacy organisation for Care Experienced people. Our strategic vision is a lifetime of equality, respect and love for Care Experienced people in Scotland.

Corporate Parents in Moray are committed to their young people and consistent with [The Promise](#), want and need to hear from their young people to be able to respond to and act on their thoughts, views, wishes and aspirations. The creation of this post, funded through money that is intended to raise the attainment of Care Experienced young people, is designed to support that work.

At the heart of Who Cares? Scotland's work are the rights of Care Experienced children and young people, and the power of their voices to bring about change. We provide individual relationship-based independent advocacy and a broad range of imaginative participatory/engagement opportunity for Care Experienced children and young people across Scotland; we work alongside corporate parents and communities of all sorts to broaden understanding; we work with policy makers, leaders and elected representatives locally and nationally to shape law, policy and practice on the basis of all that can be learnt from the voices of those with experience of care - working together to build on the aspirations of [The Promise](#) and secure positive change.

Purpose of the post

In partnership with Moray Council and other corporate parents, the post is focussed on:

- **improving the experiences, support and opportunities for Moray's Care Experienced young people within the 'Community of School';**
- **facilitating the participation and engagement of Care Experienced young people from Moray in the Moray Champions Board process.**

The foundation is creating ways in which the voices, experiences and needs of Moray's Care Experienced young people are better heard and understood. The Who Cares? Scotland team, together with the local and national Corporate Parents that work for Moray's Care Experienced young people, will ensure that this post offers:

- Independent and individual advocacy support for young people including in relation to their support within the Community of School;
- Voice-led awareness-raising sessions within school communities and with educational professionals, reaching out to Care Experienced children/young people, their peers and the professionals and carers who are around them;
- Engagement and participation opportunities for Care Experienced young people, in partnership with others, including issue-based and creative group work, imaginative approaches to individual engagement; forums and events;
- Enhanced links between opportunities for Care Experienced young people across Moray, the Moray Champions Board process and the Community of School;
- Improved opportunity, voice, support and attainment for Moray's Care Experienced young people.

You will work directly with children and young people with experience of care in an individual advocacy role. This means developing relationships and trust, listening to what they say and supporting them to have their voices heard regarding the decisions which impact on their lives. A focus of your work will be ensuring that those voices are heard within the context of experience of education and school.

Working in the partnership indicated you will work to:

- Facilitate awareness-raising opportunities within schools and amongst educational professionals, including within Assemblies, In-service days and teacher PR&D;
- Support and extend the network of participatory and engagement opportunities for Care Experienced young people within and from their school communities, and help create the conditions for collective voice;
- Ensure the voices of Moray's Care Experienced young people are heard by corporate parents and communities, creating positive change.

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

You will be working within Moray at an exciting time, with a well-established Champions Board process, and the voices of those with experience of care growing in power, individually and collectively - bringing with them insight, challenge, hope and change. You will be part of a growing and dynamic North team in Who Cares? Scotland, working closely with key partners across Moray's corporate parenting network.

Main Duties and Responsibilities, including in partnership with others

- Provide high quality independent advocacy, children's rights and participation opportunities for Care Experienced young people, including in relation to additional support within education.
- Create imaginative opportunities to meet with Care Experienced young people within and around the Community of School, using and developing existing networks and links to Champions Board participatory opportunities for young people.
- Assist children and young people in preparing for, and effectively participating in educational meetings, child's plan meetings, children's hearings and other formal processes.
- Deliver an imaginative programme of voice-led awareness-raising sessions within schools and to educational professionals and corporate parents.
- Facilitate and support the network of group and individual opportunities for and with Care Experienced young people.
- Provide other partnership participation opportunities for young people within Moray, and with Who Cares? Scotland's local and national work.
- Keep detailed records of work undertaken with young people.
- Undertake evaluation of the impact of the work.
- Prepare liaison reports which are based on the agreed outcomes for your areas of responsibility.
- Report on the evaluation of the impact of the work.
- Support the partnership network in Moray, the range of opportunities on offer for Care Experienced young people to develop, have a voice and be heard.

- Work in partnership with professionals, carers and organisations to achieve the best outcomes for children and young people through supporting their voices to be heard.
- Adhere to identified values, policies and procedures 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 Moray
- Partners across Moray (Local Authority; other public sector Corporate Parents; the Third Sector)
- Professionals within the Community of School
- The broader Who Cares? Scotland team, in Moray, 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 have voice and make decisions about their own lives
- Working with young people and partners to create new opportunities
- 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

Various options are being explored for base locations within Moray, 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 a car 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.

Knowledge:

- The issues affecting children and young people in care or with experience of care
- The care system in Scotland

- Children's rights including in the context of education
- Child protection
- 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 form positive relationships with children and young people
- Youth participation and engagement
- Excellent interpersonal and communication skills, both verbal and written
- Ability to effectively plan and evidence work
- Ability to work both collaboratively with partners, as part of a team and on own initiative
- Ability to manage time and workload to effectively prioritise and meet deadlines
- Flexibility 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

We particularly welcome applications from people with experience of care.