



EQUALITY | RESPECT | LOVE

Who Cares? Scotland Job Specification

Post title	Advocacy and Participation Worker
Salary range	£23,674 – £29,592 per annum
Hours of work	35 hours per week (some evening and weekend work is required).
Contract	Permanent Contract
Area	Highland
Base location	Working from home with travel throughout the Highland area to meet with Care Experienced People. Will include occasional trips off island to our offices in Inverness and Glasgow.
Responsible to	Advocacy and Participation Manager – North
Last update	October 2022

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 Who Cares? Scotland’s work are the rights of Care Experienced people, and the power of their voices to bring about positive change.

We provide individual lifelong relationship-based independent advocacy and a broad range of imaginative participatory and engagement opportunities for Care Experienced people across Scotland. We work alongside Corporate Parents and communities to broaden understanding and create change. We work with policy makers, leaders and elected representatives locally and nationally to shape law, policy and practice, working together to build on the aspirations of [The Promise](#) and secure positive change.

Purpose of the post

The purpose of the post is to help nurture an environment where the voices, views and experiences of Highland’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 for Care Experienced children and young people.

Advocacy and Participation Workers provide independent advocacy support to children and young people with experience of care who have a need for advocacy support. This means listening to what they say and supporting them to amplify their voices to ensure that their views are heard regarding all 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 and Participation Worker.

You will also facilitate a broad range of participatory and engagement opportunities, and create conditions for collective advocacy which 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, Highland 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 be skilled at developing positive relationships with children and young people. 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 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

1. To provide high quality independent advocacy for Highland Care Experienced children and young people 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.
3. 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.
4. To work effectively with partners to involve and engage a growing number of children and young people with experience of care.
5. To raise awareness of the experiences and voices of Care Experienced children and young people across a wide range of audiences.
6. To create a programme of engagement and participation activities for Care Experienced young people across the Highland's.
7. Facilitate group opportunities for and with children and young people as directed by the requirements of Who Cares? Scotland.

8. Provide other engagement/participation/consultation opportunities for children and young people as part of Who Cares? Scotland local and national work.
9. Keep detailed computerised records of work undertaken with young people
10. Assist in the preparation of liaison reports which evidence the work and advocacy supports provided within the Highland Council area.
11. 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.
12. 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.
13. To develop excellent working relationships with relevant organisations and partners.
14. Adhere to Who Cares? Scotland policies, procedures and values at all times.
15. 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 Highland within a variety of settings including school, residential school, foster placements, kinship care or home settings.
- Partners and professionals across the Highlands area, including the Local Authority, other public sector Corporate Parents and the Third Sector.
- National and regional networks that support Care Experienced children and young people, and its positive impact on care.
- The North area team and the broader Who Cares? Scotland team.

Teamwork alongside strong individual initiative will be crucial for the effective operation and creative delivery of advocacy supports.

Working environment

The post holder will work predominantly from home, with travel to meet with Care Experienced People throughout the Orkney area. There will be occasional travel off island to our Inverness or Glasgow offices. A full driving licence and access to transport is required. The remit of this role requires flexibility which includes some evening and weekend work and some overnight stays.

Attitudes and values

Commitment to:

- Child and Human 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 and the correct supports
- Working in partnership with young people, empowering them to shape their own lives and make decisions about their own lives
- Inter-agency and inter-disciplinary working to improve outcomes for children and young people
- Developing best practice through regular support and supervision, training and development opportunities

Essential knowledge, skills and experience

Qualifications:

- While we would welcome the knowledge gathered through relevant qualifications, we are just as interested in relevant work experience with children and young people
- Demonstrable continuing professional development in relevant areas
- A current full driving license
- You will be required to complete a PVG

Knowledge:

- The Children's Hearing System
- The issues affecting children and young people in care or with experience of care
- Awareness of the care system in Scotland
- Children's rights
- Child protection issues
- Legislation relevant to Care Experienced children and young people
- Independent advocacy and the SIAA Principles, Standards and Codes of Best Practice
- Current developments, policy and practice in relation to children and young people experiencing care in Scotland

Skills and competencies:

- 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 develop relationships with other professionals including social work, health and education
- Ability to manage your time and workload to effectively prioritise and meet deadlines
- Ability to effectively plan and evidence work
- Experience of providing participatory opportunities and activities
- Excellent administrative skills and the ability to produce high quality reports on activity and impact
- Willingness to learn and develop your skills

- A reflective approach to your work and service delivery
- A positive can do attitude

Experience in:

- Working directly with children and young people, both individually and in groups
- Delivering training or engaging a range of audiences
- Raising awareness and facilitating information sessions
- Working in a collaborative, inter-agency, inter-disciplinary way

We welcome and encourage applications from those with experience of care.