



EQUALITY | RESPECT | LOVE

## Who Cares? Scotland Job Specification

<b>Post title</b>	<b>Advocacy and Participation Worker</b>
Salary range	£23,674 – £29,592 per annum pro rata
Hours of work	35 hours per week – some evening and weekend work required. Hours can be worked flexibly
Contract	Permanent
Area	Midlothian and South East
Base location	Edinburgh Office, 525 Ferry Road EH5 2FF
Responsible to	Advocacy and Participation Manager, South East
Last update	December 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 children and young 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 Midlothian and South East’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, 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 South East 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, children's rights and participation opportunities for children and young people who are looked after, Care Experienced, subject to formal processes and structures. This will be required within Midlothian 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, child protection case conferences and other formal processes across Midlothian.
3. Provide other engagement/participation/consultation opportunities for children and young people as part of Who Cares? Scotland local and national work.
4. Facilitate awareness raising and training for care corporate parents, including within schools.
5. Keep detailed records of work undertaken with young people and undertake monitoring of statistics.
6. Prepare liaison reports which are based on the agreed outcomes for your areas of responsibility.
7. Create opportunities to meet with care experienced children and young people and introduce the service, in line with agreements with the appropriate local authority.

8. 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.
9. 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.
10. Adhere to Who Cares? Scotland policies, 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 Midlothian and South East Region
- Partners across Midlothian (Local Authority, other public sector Corporate Parents, the Third Sector)
- The broader Who Cares? Scotland team, in the South East team and across Scotland.

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

### Working environment

The base for this role will be our Edinburgh office on Ferry Road, however flexibility and home working are also supported. Flexibility and significant travel will be required given the remit of the role and some evening and weekend work will be necessary. A full driving licence and access to a car is required.

### Attitudes and values

Commitment to:

- Children 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
- Working in partnership with young people, empowering them to shape their own lives, benefitting from the care and support they need
- Learning and development
- Inter-agency, inter-disciplinary working to improve outcomes for children and young people

## 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.
- Demonstrable continuing professional development in relevant areas.
- 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
- Effective participation and engagement
- 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
- 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 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
- Working in a collaborative, inter-agency, inter-disciplinary way
- Report writing and evidencing practice and impact

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

**Closing date for applications is Wednesday 4<sup>th</sup> January 2023.**

**Interviews will be held on Thursday 12<sup>th</sup> January 2023.**