



WHO  
CARES?  
SCOTLAND

EQUALITY | RESPECT | LOVE

APPLY  
NOW!



## JOIN OUR NEW NRB

"The NRB is to about having Care Experienced members at the heart, listening to their views and priorities for change and ensuring members know they have been listened to."

- Former NRB Member

### National Representative Body (NRB) Volunteer

Thank you for your interest in applying to become a National Representative Body (NRB) Volunteer with Who Cares? Scotland. Please read through this guide before applying.

This guide will outline the recruitment and election process for volunteer NRB representatives for **2023-2025**.

#### Info Sessions

We will be holding two information sessions for those interested in applying for this role. You can register [here](#) to select a session to attend.

- **Friday 2nd June 3-4pm**
- **Thursday 8th June 7-8pm**
- **Friday 16th June 2-3pm**

The information below will help you in applying for this role, thank you and good luck!

#### Who we are


Who Cares? Scotland is a national **membership organisation** for Care Experienced people, with around 4000 members. Our aim is to achieve a **lifetime of equality, respect and love** for Care Experienced people. We support Care Experienced people to have their voices heard through providing high quality **Independent Advocacy**. We provide fun and meaningful participation opportunities where members come together for **belonging and connection**, discuss their experiences, views and ideas for change.


We make sure our members' voices are heard by **campaigning** for change and making recommendations to the Scottish Government, local authorities and other decision-makers (we call this **influencing**).


## What is the NRB?

Who Cares? Scotland's National Representative Body (NRB) 2023-2025 will comprise of Care Experienced members of Who Cares? Scotland and aims to support the representation of the broader membership for Care Experienced people. The National Representative Body will have been elected by our members to represent the wider Care Experienced community to ensure that the direction of the organisation and our wider work is member led. NRB members will be **part of regional teams**, helping local members to voice their views and representing these views on a local and national scale. Regional teams may have more than one local authority attached to them. The NRB aims to include a diverse range of members who are able to fully represent the wider membership including, race, age, gender identity, religion, disability, sexual orientation, social, cultural and ethical backgrounds and Care Experience itself.


### KEY RESPONSIBILITIES OF THE NRB


**Embedding** within regional teams, attending and facilitating at local groups and opportunities, gathering the views of members and reviewing what members have told us. 

Local **representation** of members to help inform and influence national practice. 

**Co-designing** and **directing** new projects and initiatives locally and nationally whilst representing the voice of members. 


Developing our evidence-base and supporting our asks of decision makers with the ability to bring about **positive change**. 

Operating as a **reference group** for new projects and initiatives, sense-checking and supporting the design of activities proposed by the organisation and broader membership. 

Building members' confidence and self-esteem. And supporting Care Experienced young people's sense of belonging and connection. 

Directly supporting the organisation's **influencing** work through representing members and the organisation, contributing to the production of reports.

Taking **responsibility and ownership** for feeding back to members on how they represented their views, the outcomes of this and the actions going forward. 

Shaping **organisational priorities** through engagement with advocacy and participation outcomes, how we gather the views of and report back to members. 

## Who can apply?

### You can apply to be a national Representative if:

- You will be **16 years old** or older in June 2023
- You need to be able to evidence your ability to work in a representative space
- You are a Care Experienced **member** of Who Cares? Scotland
- You can commit on average at least **4 hours** a week to working alongside your regional team and other Representatives. Some weeks will require more commitment than others depending on planned activity.
- You can commit to the role for an initial **two-year term**, though there will be an opportunity to review at the end of year one.
- You are willing to represent the wider membership and care community to help make sure the voices of all our members are heard, in order to achieve Who Cares? Scotland's vision of a lifetime of equality, respect, and love for Care Experienced people.
- You are confident and willing to work with a diverse group of people on a variety of tasks relevant to the role.
- You will be motivated to develop yourself, taking the opportunity for training and development and working alongside and supporting your representative colleagues.
- You will be willing and able to bring your own personal views and be able to explore these, for the benefit of the collective voice of the Care Experienced community.



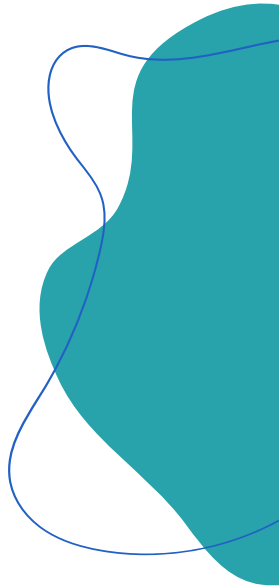
## What will I be doing?

The role of a representative will involve:

- Attending national gatherings and meetings alongside other representatives.
- Working closely with the local team you are attached to.
- Attending and supporting local groups at least once a month.
- Staying connected and working together in-between gatherings and meetings.
- Working groups to focus on the different projects.
- Training and development opportunities.
- Attending Regional Forums to plan and support ways to take members' views forward.
- 1-1 support within a volunteering framework.

## What are we looking for?

- Experience working with young people (not essential) and knowledge of issues affecting Care Experienced children and young people.
- Good communication and listening skills and the ability to work well in a team.
- Confident, flexible, and willing to work with a diverse group of people.
- To have a non-judgemental, empathetic approach to people.
- Be enthusiastic, reliable and committed to treating all information in a confidential manner.
- Friendly, helpful, and understanding, have a good value base, be open-minded and level-headed.
- Motivated to develop yourself, taking the opportunity for training and development and working alongside and supporting your representative colleagues.
- Willing to represent the wider membership and care community to help make sure the voices of all of our members are heard, in order to achieve Who Cares? Scotland's vision of lifetime of equality, respect and love for Care Experienced people





	<b>Desirable Criteria</b>	<b>Essential Criteria</b>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Active/energetic</li> <li>• Proactive &amp; organised</li> </ul>	<ul style="list-style-type: none"> <li>• Confident and enthusiastic</li> <li>• Engaging manner</li> <li>• Ability to work as part of a team</li> <li>• To have a non-judgmental approach to people, have empathy</li> <li>• Reliable and approachable</li> <li>• Friendly, helpful and understanding</li> <li>• Open minded and level-headed</li> <li>• Passionate</li> <li>• Committed</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Working with children and young people</li> <li>• Youth work</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of Care Experience</li> <li>• Understanding the work of Who Cares? Scotland such as membership, participation and policy</li> </ul>
<b>Skills and Knowledge</b>	<ul style="list-style-type: none"> <li>• The ability to work with large groups</li> <li>• Ability to encourage and motivate children and young people to participate in activities</li> <li>• Knowledge of influencing strategies</li> </ul>	<ul style="list-style-type: none"> <li>• The ability to interact with children and young people</li> <li>• Good communication and listening skills</li> <li>• Ability to work as part of a team</li> <li>• Build trusting relationships with children and young people</li> <li>• Ability to present information concisely and in an influential, respectful manner</li> <li>• Take an active interest in the development of other participants</li> <li>• A knowledge of issues affecting Care Experienced children and young people</li> </ul>

## What happens next? (June 2023)

We have a friendly and impartial process for deciding who becomes a National Representative Volunteer, which involves staff from across the organisation, Board members, and local members.

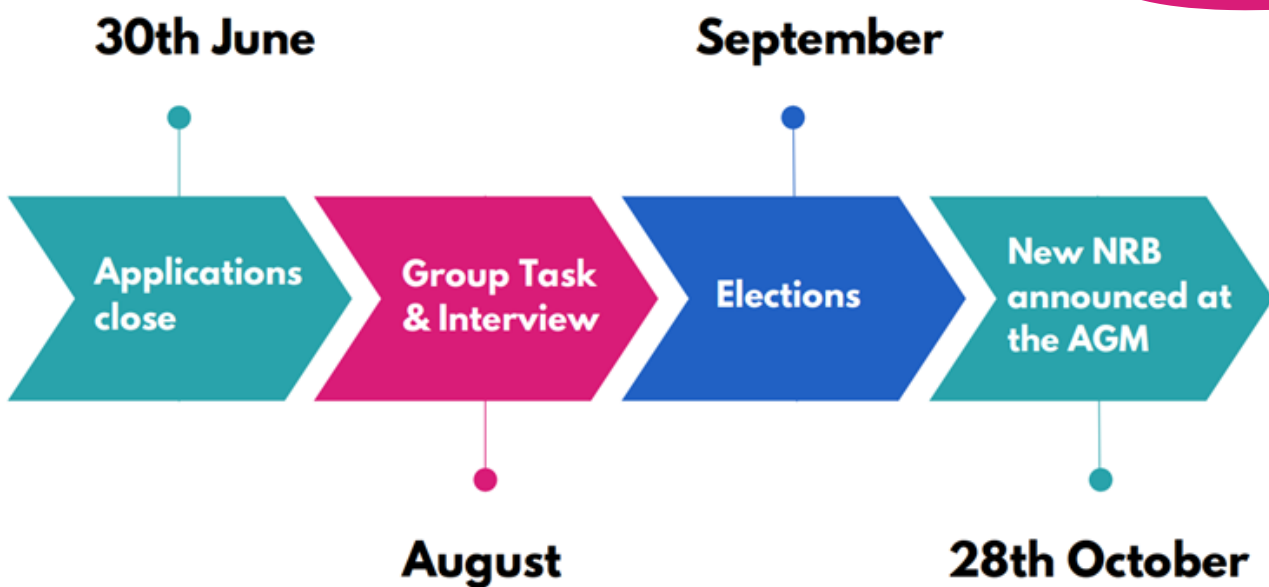
- Applications will open on Wednesday 31st May 2023 at 12 pm and will close on Friday 30th June at 5 pm.
- Applications are welcomed from the members through the online application form.
- All applications will be reviewed by Who Cares? Scotland staff and will either be successful to interview stage or unsuccessful.
- In all cases, applicants will be contacted by their preferred method.

## Group task + Interview (August 2023)

- If successful at the application you will be invited to a fun and friendly group activity on Zoom for candidates to be together and work on a task that will help them get a feel for the type of activity they may be involved in as a representative.
- Following the group task, there will be an interview for each candidate.
- Members of Who Cares? Scotland staff will provide an informal and friendly interview with each candidate to ask further questions and re-confirming roles and expectations, the volunteer framework and what the election process will look like.

## Elections (September 2023)

- Those successful at the interview stage will be invited to participate in the election stage, where they will create and share a video describing their intent and plan for the representative role with members. Members will have the opportunity to vote for candidates.
- Candidates will attend their local participation groups/ spaces of members they will represent, having the opportunity to show and discuss their intent and plan as a representative and for members to have a chance to meet with candidates to ask questions and get to know them before they cast their votes.
- Elections will close at 5 pm on Monday 25th September. All online and in-person votes will be counted with the new representatives being informed and then announced 28th/29th of September.
- Successful representatives will have a welcome letter sent out as soon as possible. Unsuccessful candidates will be thanked and a letter sent out. There will be opportunity for feedback.
- If you are successful, we will be welcoming you to your new role and starting the induction at the beginning of November 2023.



## New representatives - what to expect

### Induction will include:

- Overview of the Induction process
- The signing of volunteer agreements and access to the volunteer's handbook/policies
- Processing PVG forms
- Providing 2 references
- Access to the NRB Handbook and an overview of the year ahead
- Introduction to the communication tools
- Introduction to WCS strategic vision
- Introduction to relevant teams/staff including (Local teams/Policy & Public Affairs/Education and Training)
- The history and cultural impact of Care Experience.
- Priorities for the year ahead
- The National Representative Body will meet regularly as a group throughout the year. Between these times, Representatives will be working closely within their local area teams, attending local groups, collating, and representing the views of local members, and will meet in smaller groups to work on projects.
- Representatives will have support and development sessions with their Volunteer Officer. This time allows Representatives to reflect on their role, raise issues and questions, and discuss learning and development opportunities.
- Who Cares? Scotland is committed to working with Representatives to develop the knowledge and skills they need to effectively represent our members and to help ensure their voices drive transformative change.