



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	Maternity cover between 9-12 months temporary contract <i>Secondments will be considered</i>
Area	North Lanarkshire
Base location	Bellshill (home-based in the first instance)
Responsible to	Advocacy and Participation Manager, Lanarkshire
Last update	July 2020
Application closes	12 noon, Monday 10 th August 2020
Interviews	20 th and 21 st of August 2020 (subject to confirmation)

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 advocacy to children and young people across Scotland; we will work with corporate parents at local and national level as part of our training and education projects delivered on behalf of the Scottish Government and the Scottish Funding Council and others of a bespoke commissioned nature; we will ensure policy makers and parliamentarians make decisions to law, policy and practice having heard the views of the care experienced community; and we will continue to publicly advocate and campaign for the care experienced community.

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 collective advocacy, which brings young people together in groups to identify common issues and seek to have their voice heard by Corporate Parents in order to affect a positive change. In North Lanarkshire, this post will also involve engaging care experienced young people with the Champions Board activity.

The post holder will place young people at the heart of everything they do to help them live a positive life now and to reach their full potential in the future.

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 or subject to formal processes and structures. We also work with care leavers to ensure their rights are realised and their achievements recognised.
2. Facilitate group-work with children and young people as directed by the requirements of Who Cares? Scotland. The development of the Champions Board activity will be part of this role in collaboration colleagues and with North Lanarkshire Council.
3. Support the community engagement aspect of the organisation's activity. This is to encourage the broader community to understand and embrace their care experienced population.
4. Consult children and young people locally as part of Who Cares? Scotland national and local work.
5. Keep detailed records of work undertaken with young people and undertake monitoring of statistics.
6. To provide advocacy support to children and young people who subject to Children's Hearings Procedures as per the WCS? CHS Advocacy Contract
7. Prepare quarterly liaison reports and annual reports which are based on the agreed outcomes for your area of responsibility.
8. Regularly visit children and young people, who are looked after or subject to formal processes and structures, and care leavers, in line with agreements with the Local Authority.
9. Assist children and young people in preparation for, and support them to attend, Looked After reviews, children's hearings and other formal processes.

10. Provide children and young people, parents, kinship carers and professionals with information regarding the work of Who Cares? Scotland.
11. To work in partnership with other professionals and organisations to achieve the best outcomes for children and young people. Support the Care Experienced voice to be heard through the Champions Board work and local networks.
12. Adhere to Who Cares? Scotland policies, procedures and values at all times.
13. Carry out any other duties commensurate with the post as agreed by your line manager.

Communication and relationships

Post holder will have key contacts with:

- Children and young people from North Lanarkshire
- Partners across North Lanarkshire (Local Authority colleagues, other public sector Corporate Parents, the Third Sector)
- The broader Who Cares? Scotland team, in Lanarkshire and across Scotland.
- National partners e.g. CELCIS, Children's Hearing Scotland, SCRA, Care Inspectorate & SSSC

Teamwork, alongside a strong individual initiative will be crucial for the effective operation and imaginative development of the work, and all team members are required to play an active part. This is important in relation to liaison with colleagues and, ensuring that the service provided meets service level agreements and contributing to the national work of the organisation.

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. Who Cares? Scotland have an office base in Bellshill, 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.

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 working to improve outcomes for children and young people.

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:

Demonstrable knowledge of:

- Advocacy and its principles
- Knowledge of a range of consultation and participation methods with Young People and Adults
- Issues affecting care experienced young people who are looked after away from home
- The care system in Scotland
- Children's rights
- Child protection issues
- Current policy and practice in relation to children and young people, with particular regard to Corporate Parenting

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 to achieve effective working relationships
- 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 work some evenings and weekends, with overnight stays
- Comprehensive knowledge of the Microsoft office suite
- Ability to reflect on performance and look at alternative points of view
- 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 to a range of audiences
- Working in an inter-agency, inter disciplinary way within voluntary or statutory sector
- Report writing and evidencing practice and impact

We particularly welcome applications from people with experience of the care system who meet the criteria for the post.

Closing date for applications is Monday 10th August 2020 at 12 noon.