



**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
Hours of work	35 hours per week
Type of contract	Permanent
Area	Eilean Siar, Western Isles
Base location	Stornoway
Responsible to	Advocacy and Participation Manager, North
Last update	Sep 2020
Application closes	Friday 23 October at 12 noon
Interviews	Stage 1 – Monday 2 November 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.

At the heart of our 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 with 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

The post will help nurture an environment where the voices, views and experiences of the Western Isles's Care Experienced children and young people, and others with significant needs for support, are at the heart of decision-making – for them as individuals experiencing care and support; and collectively, in the shaping of services to create opportunities and meet needs.

You will work directly with children and young people in an individual advocacy role. This means developing relationships, listening to what they say and supporting them to have their voices heard regarding the decisions which impact on 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 worker.

You will work closely with partners to facilitate a broad range of participatory and engagement opportunities, creating the conditions for collective voice. This often 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, including Comhairle Nan Eilean Siar and other services, to ensure that the voices of Care Experienced young people have an impact, helping create new opportunities and develop existing ones.

You will place young people at the heart of everything they 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 on Eilean Siar 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. You will be part of a growing and dynamic North team and work closely with key partners across the Western Isle's corporate parenting network.

Main Duties and Responsibilities

Independent individual advocacy:

1. Provide high quality independent advocacy support for the Western Isle's Care Experienced children and young people, and for other young people requiring support, helping ensure their voices are heard and their rights upheld.

2. Assist children and young people in preparing for and effectively participating in the processes that impact on their lives, including children's hearings, reviews, planning meetings, important transitions and other decision-making processes.

Youth opportunity, participation and collective voice:

3. Work with partners to create a programme of opportunity and participation activities for Care Experienced and other young people across Eilean Siar.
4. 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.
5. Work effectively with partners to involve and engage a growing number of children and young people with experience of care or other support needs.
6. Raise awareness of the experiences and voices of Care Experienced children and young people across a wide range of audiences.

Partnership working:

7. Develop excellent working relationships with relevant organisations and partners.

Reporting and Impact:

8. Ensure that the work of the service is appropriately recorded.
9. Provide reports in relation to the service provided and its impact.

Other responsibilities:

10. Adhere to Who Cares? Scotland's values, policies and procedures at all times.
11. Carry out any other duties commensurate with the post as identified by the Advocacy and Participation Manager.

Communication

The post holder will have key contacts with:

- Children and young people from Eilean Siar
- Partners across the Western Isles (Local Authority, other public sector Corporate Parents, the Third Sector)
- The broader Who Cares? Scotland team, in the North and across Scotland
- National networks supporting the development of effective participatory engagement for Care Experienced children and young people, and its positive impact on care.

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

Working environment

There is a partnership base location at the Ar Chridhe hub in Stornoway. More generally, the remit of the role requires flexibility, some travel and some evening and weekend work. A full driving licence and access to a car 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 standard of HNC/SVQ 3 (SCQF level 7) in a discipline related to working with children and 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
- Child protection issues
- Independent advocacy and its principles
- 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 manage your time and workload to effectively prioritise and meet deadlines
- Ability to effectively plan and evidence work
- Shaping participatory opportunity

- Managerial skills (an entry-level Participation Assistant trainee opportunity is an important element to the work on Eilean Siar)
- 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

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 particularly welcome applications from people with experience of care.