



Project Worker: Dignity in School programme

JOB DESCRIPTION

We are seeking to recruit an enthusiastic, creative and dynamic Project Worker for our Dignity in School programme.

The post holder will be able to take up their role quickly and effectively and make an immediate contribution to the organisation.

Passionate about children, an excellent communicator and highly organised, the post holder will contribute to our work to support the implementation of the United Nations Convention on the Rights of the Child (UNCRC) and deliver human rights for children.

The post is fixed term with the possibility of extension dependent on the generation of further funded work.

- Hours:** 21 hours per week (60%)
Salary: £26,498 pro rata
Location: This post is based in Edinburgh, with an administrative/office base at the Children's Parliament HQ in Edinburgh. There will also be occasional visits to Aberdeen, the other location of this programme. All staff are currently home-working.
Duration: To 31 March 2022. There may be the opportunity to extend this contract, depending on new commissions.
Reports to: Programme Manager: Implementation/Education

Children's Parliament seeks to maintain a generous approach to our work and puts kindness, trust, empathy and respect at the heart of our work, internally and externally.

OVERVIEW

2021 is an important year for Children's Parliament as we celebrate our 25th birthday and the Year of Childhood. It is also the year that has seen the Scottish Parliament incorporate the UNCRC into Scots Law, something that Children's Parliament has been supporting and working towards for many years.

A key strand of our work in the coming years concerns support for UNCRC implementation across the education system. The Project Worker will be part of an exciting new programme called Dignity in School, which will see us work in partner primary schools to support the school community fully implement the rights of the child enshrined in the UNCRC.

KEY AREAS OF RESPONSIBILITY

- To facilitate the Dignity in School programme with the partner school in which they are located. This will include face-to-face work with children, parents and carers, professional colleagues in school and in the wider school community.
- To work with colleagues in the Dignity in School team to create a coherent project across different locations.
- To develop positive and effective relationships with children and adults in their school community; ensuring they understand our purpose, approaches and work programme.
- To work with colleagues to build the Dignity in Schools hub.
- To undertake any administrative and logistical tasks required including consent, organising materials, transport, and liaison with schools, families and partner organisations.
- To ensure learning from the programme is disseminated, to maximise impact, engaging with key decision-makers and influencers.
- To work with colleagues to ensure effective monitoring and evaluation systems are in place and used for reflection and reporting.
- To work as part of a team, and to ensure a close liaison with their Programme Manager (Implementation/Education) keeping them abreast of delivery, developments and challenges.
- To contribute to the wider work and goals of the organisation.

The above list of duties is not exhaustive.

PERSON SPECIFICATION

Qualifications	<ul style="list-style-type: none"> • Educated to degree level in a relevant field, or equivalent experience.
Experience	<ul style="list-style-type: none"> • Experience in rights-based practice. • Experience of work in primary schools and/or early years settings. • Working alongside children as equals, respecting their rights and views, and encouraging their meaningful participation. • Working alongside a range of professional colleagues, raising awareness of children’s human rights, influencing practice. • Recording and analysing data and reporting. • Building relationships and representing the organisation in day-to-day community and professional relationships. • Experience in using social media in a professional context.
Knowledge + Understanding	<ul style="list-style-type: none"> • The United Nations Convention on the Rights of the Child. • How schools/education system has facilitated rights-based relationships or has delivered rights education to date.
Skills + Abilities	<ul style="list-style-type: none"> • Confidence to work on one’s own in a professional setting. • Imagination and creativity when developing approaches to work with children. • Facilitating work with groups of children. • Clear and confident communicator, both written and verbal, with experience of engaging with a range of professionals. • Flexibility and an ability to produce work at short notice. • Ability to prioritise and complete tasks in a timely fashion. • Excellent time and organisational skills. • Effective use of IT.
Other	<ul style="list-style-type: none"> • Passionate about children’s human rights • Work within the values of Children’s Parliament • Full driving licence.

SUMMARY TERMS AND CONDITIONS OF EMPLOYMENT

Working week:	21 hours per week. This can be worked over 3 or 4 days.
Annual leave:	30 days + 10 days public holiday per year pro rata (so 60% of this entitlement)
Place of work:	Summerhall, Summerhall Place, Edinburgh. While all staff are currently home-working we expect a partial return to the base around the commencement of this post.
Travel requirements:	Our second setting for this project is in Aberdeen. There will be occasional visits to Aberdeen to see and support practice there.
Pension:	A contributory pension scheme is in place.
Probation period:	3 months
Sick pay:	1 month full pay and 1 month half pay within any 12-month period.

Children’s Parliament is an equal opportunities employer. All applicants are treated equally and fairly throughout the recruitment and selection process.

ABOUT THE DIGNITY IN SCHOOL PROGRAMME

Children's Parliament is inviting two schools to partner with us in a programme that helps make our educational establishments the heart of human-rights practice we know they can be. One of our partner schools will be in Aberdeen, the other in Edinburgh/Lothians. Our programme comes as Scotland sees incorporation of the UNCRC brought into Scots Law and we are keen to support schools to be active in ensuring implementation is meaningful to them.

Our work is not about publishing more packs, it is about pedagogy. We are interested in the method and practice of teaching. We know if we support teachers and other colleagues in school to reflect, to think about the relationships they have and want with children, with families and with each other, if they grasp the opportunity that UNCRC incorporation presents to change hearts and minds, they can produce their own creative approaches - so that they and their school become repositories for human-rights-practice.

While working with partner schools the programme is also outward facing. We seek to capture, amplify and when relevant co-produce a suite of resources, prompts and inspirational stories that will create a momentum behind our shared commitment to making rights real for our children - this will become our **hub of human-rights practice in schools**.

The premise for this programme is that a rights-based culture in school can be built if we consider **interpersonal relationships, school policy and the curriculum**. To consider each with a rights lens we propose an approach to rights implementation called the 4 Es – these are *engage, explain, encourage* and *enforce*. The usefulness and benefits of the 4 Es approach comes from:

- Firstly, paying attention to creating awareness, with an approach that is optimistic and excited, we start to offer opportunities for dialogue which includes all kinds of views, hopes or worries about what being a school committed to human rights might mean (**engage**);
- Then we create a new kind of discourse between rights-holders (children) and duty-bearers (adults) so that they can hear from each other and consider the practical benefits of a human-rights approach (**explain**);
- Then we guide and support every individual within the school community to build on what they already do that enhances rights and human dignity and change practices or policies that do not (**encourage**).
- When these 3 initial Es are addressed successfully the fourth – **enforce** – becomes self-fulfilling, so rather than feel like an imposition there is an application of the increased awareness, understanding, learning and optimism achieved and we see movement toward the lived experience of a rights-based culture within school.

Our intention is to get alongside the school community and support everyone on this journey. The experience of our partner schools is paramount, but we will also be creating the **Dignity in School Hub** – a visually engaging and creative virtual home - for everyone's benefit. The programme will be delivered, and the repository will be built by:

- Recruiting our two partner schools (this has started) and undertaking some initial work introductions and information sessions. This will help ensure that in-school work can commence promptly at the start of the new school year.
- Embedding a CP staff member (60% FTE) in each of our two primary schools from August 2021 to March 2022, meaning that CP staff will get alongside children,

colleagues, parents/carers - starting from where they are at and helping them to navigate the path of implementation of the UNCRC in their setting.

- Being present means modelling approaches to rights-based practice in terms of three key areas: relationships, policy development, building and delivering the curriculum.
- Creating and publishing text-based material – stories, blogs, personal accounts – as well as films and learning/teaching resources.
- Building a network of individuals and whole school communities (beyond our exemplar schools) who are interested, challenged and willing to share. The hub will initiate/host honest discussion and debate.
- Putting all efforts into sharing, promoting, amplifying what we find and what we create.
- Signposting to practice at home and abroad.
- Creating and sharing learning conversations across professional boundaries and countries.

Our Dignity in Schools team will consist of:

- Project Worker (Aberdeen) *Currently in post*
- Project Worker (Edinburgh/Lothians) *This post as advertised*
- Digital Support Worker *Being advertised*
- And managed by our Programme Manager (Implementation/Education) *Being advertised*

This work builds on our practice and relationships with education partners to date. For example take a look at our work in Aberdeen:

[Imagining Aberdeen - Children's Parliament](#)

[The Feelings Inspectors - Children's Parliament](#)

[Manor Park Parliament - Children's Parliament](#)

About Children's Parliament:

Children's Parliament is Scotland's Centre of Excellence for children's human rights. Our dream is that children grow up in a world of love, happiness and understanding. Our mission is to inspire greater awareness and understanding of the power of children's human rights and to support implementation of the United Nations Convention on the Rights of the Child (UNCRC) across Scotland.

We work across the domains of home, school and community. Our purpose is to promote understanding of, and commitment to, implementation of the rights of the child. We do this by helping children and adults to learn that rights-based relationships are built on the core idea of human dignity alongside empathy, kindness and trust.

We emphasise that the needs and rights of children are distinct from young people or adults and we remind every individual citizen and public body that children's rights are human rights.

Children's Parliament is part of a wider network of organisations providing for the fulfilment of children's human rights. We aim to seek, build and maintain relevant partnerships in order to achieve our shared goal of improving outcomes for Scotland's children.

We have the following four goals:

1. **Drive place-based change:** We will work with partners in communities to demonstrate a children's human rights approach, supporting partners to effect sustainable change through embedding the UNCRC.
2. **Help shape the future of Scotland:** We will support children to influence national legislation, policy and practice.
3. **Grow public awareness:** We will drive cultural and behavioural change to create a nation that values children and delivers their human rights.
4. **Strengthen our organisation:** We will continue to develop an effective and efficient operating structure in order to deliver our goals.

We will deliver our goals in a manner which embodies our organisational values, which are:

- **Unfeart** – because we speak truth to power and we are prepared to be different.
- **Creative** – because we will find the path we need to make rights real.
- **Kind** – because it allows us to connect and understand the world through others' experiences.
- **Fair** – because we recognise that equity requires each child to have what they need and that this will be different for every child.

For more information about Children's Parliament: www.childrensparliament.org.uk

