



Job Title

Restless Natives Schools Coordinator

Salary: £23000 Full-time Equivalent (4 days/week, pro-rata)

Reports To

Restless Natives Manager

Job Overview

Intercultural Youth Scotland (IYS) are a grassroots, youth-led organisation supporting and advocating for young Black people and young people of colour in Scotland. We offer specialist support to young BPOC and advocate across Scottish Government for their voices to be heard. Including a fully-fledged youth service offering a weekly youth club, girls group, and music program; an education program delivering anti-racism education at several Scottish secondary schools; a mental health program offering free support to young BPOC; as well as the Restless Natives employability program of which you will become a valuable part. Restless Natives offers specialist 1-to-1 support to BPOC school leavers to ensure they reach positive destinations. Restless Natives also supports employers to ensure that they're doing all they can to improve their workplaces for BPOC. Join our expanding Restless Natives team to help shape a better future for young BPOC in Scotland.

The Restless Natives Schools Coordinator is responsible for the smooth running of IYS' pilot Restless Natives in Schools program across four schools in Edinburgh and Glasgow. Restless Natives in schools is an employability and support service helping young Black people and people of colour realise their potential. The coordinator will be responsible for embedding Restless Natives practitioners into schools, reporting and monitoring on performance, and making sure the support is effective in getting school leavers to positive destinations. The coordinator will ensure effective communication between IYS, Developing the Young Workforce (DYW – The Scottish Government's youth employment strategy), and the schools. The coordinator will also be the conduit between Restless Natives in Schools and IYS' other programs, making sure that learnings are shared and that Restless Natives' relationships with schools is maximised.

We're looking for someone with...

- Knowledge and understanding of race and oppressive power structures. (A knowledge of how these structures work in the labour market, and in relation to employability and school leaver destinations would be especially valuable.)
- The ability to work with young people.

- An ability to manage people remotely and in-person – and to work flexibly around school hours.
- An understanding of the working of Scottish secondary schools.
- An ability to lead collaborative and partnership work.
- A motivation to help BPOC School Leavers reach positive destinations and help to contribute to a more positive experience for BPOC young people in Scottish society.
- A well-organised individual who will be able to fit quickly into a reporting and evaluation structure.
- The capacity to communicate complex ideas clearly and convincingly.
- Lived experience of racialisation; identifying as Black, indigenous or a person of colour.

We value voluntary and paid experiences gained equally! We understand that people have experiences and skills that can't be captured in formal job experience or qualifications – no matter what your experience level, if you think you'd be a good fit for the job then please apply. We want to see what you've got!

We particularly encourage dark-skinned people, migrants and people who experience multiple marginalities to apply! At IYS, we believe that we *must* be representative of the people with whom we work. Therefore, it is vital that our staff represent many of the multiple experiences of Black people and people of colour in Scotland. The young people with whom we work need to trust that our practitioners understand their experience as well as possible.

The post-holder must hold an in-date PVG, or be happy to undergo a PVG check. (We will help with the process if you do not have a PVG.)

Responsibilities and Duties

- Co-ordination of Restless Natives in schools program. Responsible for embedding practitioner in pilot schools, reporting and monitoring performance against Key Performance Indicators (KPIs).
- Ensure effective communication between DYW coordinators, Restless Natives practitioners, and DYW regional groups in Glasgow and Edinburgh, in order that all young people who are supported are receiving the appropriate support from each party.
- Ensure that the Restless Natives space is a fundamental part of DYW support for schools. This will include on-the-ground check-ups and observation of the practitioners work.

- Ensuring and delivering the initial and ongoing support of the practitioner's professional development.
- Outreach to schools who are not part of the program to reach students who might still require Restless Natives support, liaising with DYW and Skills Development Scotland (SDS) schools coordinators for those schools and developing regional engagement (with future program upscaling in mind).
- Ensure that pathways and opportunities developed by IYS are appropriate for the skillsets of the young people with whom the practitioners work.
- Collaborate with other IYS teams, particularly the Education team, to establish and develop relationships and partnerships with Scottish secondary schools and other relevant actors.
- Uphold Intercultural Youth Scotland's child protection duties, reporting concerns to the Child Protection Officer.
- Maintain relationship between Intercultural Youth Scotland and the partner schools, in coordination with relevant Intercultural Youth Scotland teams, including Management and Education.

Principal Accountabilities

1. To provide or be responsible for a responsive, high quality Anti-Racist & Pro-Black inclusion project in secondary schools in Edinburgh.
2. To provide effective working relationships, using various channels of communication with IYS colleagues and partnership agreed agencies.
3. To consistently apply IYS and professional practice standards and to ensure their implementation as necessary and to be proactive in their implementation.
4. Referring appropriate cases and issues that require the involvement of a specialist, other management support or to directly provide the specialist support.
5. To attend meetings i.e. service planning meetings, demonstrating professionalism and our core values, in terms of approach, advice and positioning.
6. To ensure that management information from cases managed or supported is duly uploaded into the appropriate database, including reporting and commenting on any significant or relevant matters that derive from the reports produced.

7. To work as part of the team to review and evaluate service provision, ensuring continued improvements are applied and where necessary to manage, guide or direct less experienced staff.
8. To produce written reports and present these reports as necessary
9. To ensure that the needs of young people are taken into account when developing ways to support them to participate fully in the project.

General

1. This post is subject to an Enhanced criminal record disclosure check. This will be applied for through the relevant disclosure body depending on the geographic location of role.
2. Achieve the highest standards of safeguarding, whether through direct care provision or support activities to the children and young people who come into contact with our services, or by appropriately reporting concerns about any child or young person.
3. To promote equality, inclusion, respect and fairness and where applicable to manage diversity in all areas of planning and service delivery, through an active involvement in implementing our equality and diversity policy.
4. To commit to IYS's core aim of 'keeping the child at the centre', and to promote and incorporate IYS's Participation Strategy as appropriate to your role.
5. To be familiar with and comply with Health & Safety procedures and policy. In the event of any serious risk, take immediate action to reduce this risk and inform line management.
6. IYS operates within a constantly changing environment and as such work priorities and targets may change. Management reserves the right to make reasonable changes to the job purpose and accountabilities.
7. Such other duties that occasionally arise, which fall within the purpose of the post.
8. To work cross functionally with other departments and countries to ensure that IYS' Values and strategic objectives are achieved.

Applications to be emailed to murid@interculturalyouthscotland.org

Closing date: 29th April 2021