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## **Job Title**

Anti-Racism Training Lead

## **Annual Salary**

£24,000 Full-Time

Intercultural Youth Scotland operates with a 4-day week, which means that we consider a 32-hour work week to be full time.

The position will include all statutory holiday and sick pay benefits, as well as standard pension contributions.

# Contract Length

Feb 2022 – March 2023

Renewed annually thereafter, dependent on funding.

# Job Location

Home office (due to Covid, otherwise Edinburgh or Glasgow office).

## **Reports To**

Restless Natives Manager

Please email your application form to **recruitment@interculturalyouthscotland.org**

Closing date: **Monday 24th Jan, 5pm**

Interview date: **Week commencing 31st Jan 2022**

Induction: **TBC**

Expected start date: **TBC**

**PLEASE NOTE:** Interviews are scheduled to be held on **31st Jan - 4th Feb 2022** If you are not available that day, please let us know a time that suits you via email or in your application.

## **Intercultural Youth Scotland**

Intercultural Youth Scotland (IYS) is Scotland’s major voice for Black and PoC (People of Colour) children and young people. Established in 2019 as a small youth work charity for Black and PoC young people, we have grown as a centre of support, creativity and activism for our community. Our team of over 30 staff members – almost all of us Black and PoC young people ourselves – aim to make IYS a community space, a source of support and a champion for all Black and PoC children and young people in Scotland.

We center anti-racism and the experiences of Black and PoC young people in schools, at work and in personal lives through our Education, Restless Natives, and Youth Work Programmes, and our free Mental Health Service. Our governmental and sectoral advocacy is an extension of these priorities, which focuses on upending the entrenched inequalities and structural exclusion that have cut Black and PoC young people out of decision-making that shapes our lives. When IYS join these spaces of decision-making, we are often the only people present directly engaged and connected into the lives of Black and PoC young people. Our growing presence in Scotland springs from this unique position – advocating for change from others while we make a change directly ourselves.

## **Job Summary**

The Anti-Racism Training Lead will be responsible for Restless Natives’ anti-racism and cultural proficiency training and workshops, as well as the development of our anti-racism accreditation model with partner organisations, higher/further education institutions, and apprenticeship providers. The lead aims to contribute to the development of clear paths for organisational change for workplaces and companies in Scotland – with a particular focus on Glasgow and Edinburgh in the first year of the accreditation – in order to increase access to positive destinations for BPOC young people.

**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, university, apprenticeships and other school leaver destinations would be especially valuable.)
* The ability to develop detailed understandings of the various sectors of the education and labour markets in Scotland.
* A creative approach to evaluation in order to work with identified partners to develop new systems that may have thus far not existed for their organisation.
* Strong administration experience with an awareness of approaches to evaluation and review that center an anti-racist perspective
* Working knowledge of project management tools and systems
* An ability to host workshops and training sessions on subjects around anti-racism and decolonisation to a range of people from different sectors, backgrounds, standpoints, etc.
* An ability to work collaboratively, both within IYS and outside the organisation with a range of external stakeholders.
* A motivation to help BPOC young people experience no discrimination in the workplace 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 and work well in a team with the school practitioners.
* The capacity to communicate complex ideas clearly and convincingly to partners from a range of different sectors and backgrounds; as well as an ability to ‘sell’ new ideas to those who might resist them at first.
* Lived experience of racialisation; identifying as Black 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! *(Training and professional development opportunities will be provided to the successful applicant.)*

**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)**

## **Responsibilities and Duties**

* Delivery of anti-racism and cultural proficiency workshops to new and pre-existing partner organisations as well as provide ongoing employer support.
* Contribute to the development of a new accreditation system and training and workshop materials, to ensure that IYS’ service is at the cutting edge of contemporary research and understandings of racism in Scotland.
* Establishing and maintaining partnerships with employers and third sector organisations where BPOC are underrepresented in order to encourage organisational change through our new accreditation model; auditing these organisations to determine their commitment to anti-racism, and offer them support to ensure that they are a truly positive destination for the young person.
* Represent the Restless Natives programme and Intercultural Youth Scotland within external organisations, whilst delivering training.
* Advise employers on anti-racist best practice to meet accreditation criteria, with particular attention paid to the issues faced by young BPOC as staff and service users.
* Signposting to other IYS teams, further integrating our objectives and coordination with other IYS teams. Includes ensuring that our youth service, The Block, and other IYS projects contribute to a database of partners.
* Design and schedule social media content to advertise the training and new accreditation process
* Monitoring and reporting on progress with trainings and accreditations every quarter.
* Uphold Intercultural Youth Scotland’s child protection duties, reporting concerns to the Child Protection Officer.

**General Accountabilities – What we expect from all members of staff...**

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 andfairness 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.

**Application Form**

If you wish to be considered for one of our vacancies, please complete this application in full and return it by the specified closing date/time to recruitment@interculturalyouthscotland.org CVs will not be accepted. Please refer to the **job description** when you complete the personal statement section.

Please be aware that if there is a large volume of applications, Intercultural Youth Scotland may not inform candidates of the outcome of their application. If you have not heard from us within four weeks of the closing date, please assume that you have not been successful in your application.

Data Protection Notice: Intercultural Youth Scotland will use this information solely for the intended reason it was gathered. All copies, physical and electronic, will be destroyed six months after the closing date if the applicant is unsuccessful.

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| **Important** − **read carefully before submitting application**  I certify that all statements made by me in this form are true and complete to the best of my knowledge. I realise that if I am employed and it is found that such information is untrue, my appointment may be reviewed and this could lead to dismissal. | |
| **Position applied for:** | |
| **1. Personal details:** | |
| First name: | Surname: |
| Address:      Postcode: | Tel (home):  Tel (mobile):  Email: |

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| **2. Employment history:** | |
| Name of current/most recent employer:      Address: | Dates employed:  From:  To:    Present salary:    Notice period: none |
| Position held: | |

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| Outline of main duties and responsibilities: | |
| Reason for leaving or considering leaving: | |
| **Previous employment:** | |
| Dates of employment:  From/to: | Employer: |
| Main duties/responsibilities: | |

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| Reason for leaving:  Dates of employment:  Employer:  From/to: Job title: |
| Main duties/responsibilities: |
| Reason for leaving:  Dates of employment:  Employer:  From/to: Job title: |
| Main duties/responsibilities: |
| Reason for leaving:  Dates of employment:  Employer:  From/to:  Job title: |
| Main duties/responsibilities: |
| Reason for leaving: |
| **3. Education** |
| **Further/Higher Education** |
| Institution’s name: |

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| Qualification | | Subjects(s) | Grade and year obtained | |
|  | |  |  | |
| **Further/Higher Education** | | | | |
| Institution’s Name: | | | | |
| Qualification | | Subjects(s) | Grade and year obtained | |
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| **Secondary Education** | | | | |
| Institution’s name: | | | | |
| Qualification | | Subjects(s) | Grade and year obtained | |
|  | |  |  | |
| **Membership of professional bodies** | | | | |
| Name of institution | Description of membership | | | Date awarded |
|  |  | | |  |
| **Specialised training (relevant to your application)** | | | | |
| Such as further study (private, postgraduate), Continuing Professional Development (CPD) - give any qualifications obtained and date of award | | | | |

4. **Personal statement**:

Use this section to show how your skills and experience **match the criteria indicated in the overview and responsibilities**. You should do this by **providing examples** to evidence how your **skills and experience** meet the job requirements. (Please limit this section to no more than 2 pages (of Arial 12pt font)

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| **5. Other information** |
| Please use this section to provide any additional information you feel is relevant to your application e.g. voluntary work, personal achievements, other interests |
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| **6. References** |
| Please provide us two professional references. One must be your current/most recent employer. We will not contact referees without seeking advance permission from the applicant. |
| **Employer’s name:**  Referee’s name:  Position:  Address:  Phone number:  Email:  Relation to applicant:  **Employer’s name:**  Referee’s name:  Position:  Address:  Phone number:  Email:  Relation to applicant: |

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| **7. Additional information:** (Delete as appropriate) |
| Do you have a full and current Driving Licence? |
| Do you require a Work Permit to work in the UK? |

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| *Please note our roles are subject to Disclosure Scotland clearance and you will be required to produce your certificate if you are appointed to the role or apply for such clearance prior to being confirmed in post.* |
| **How did you first become aware of this vacancy? Please indicate only one.** ☐ **(Please specify) .........................** |