

FAIR WAY SCOT LAND

A gateway to a safe destination, support and advice for people with no recourse to public funds in Scotland



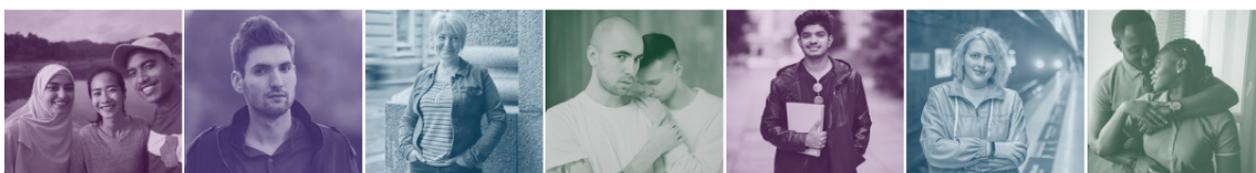
Homeless Network Scotland
we are all in



RST
Refugee Survival Trust



Scottish Government
Riaghaltas na h-Alba
gov.scot



JOB DESCRIPTION

JOB TITLE	Fair Way Scotland Implementation Lead
SALARY	£39,941 - £40,834
TERM	Permanent
HOURS	37.5
RESPONSIBLE TO	Line Manager: Director of Services Simon Community Scotland. Reporting to: Fair Way Management Group
BENEFITS	35 days annual leave (increasing to 38 after 5 completed years service), 4% contributory pension scheme, cycle to work scheme, credit union membership, health plans, counselling service and the option to buy and sell holidays

About Fair Way Scotland

[Fair Way Scotland](#) represents a unique collective, a proactive action inquiry partnership - and an integrated new method to end destitution among people with no recourse to public funds (NRPF). The 5 delivery organisations are a high calibre consortium of skilled and motivated organisations with a workforce already delivering a service where nobody else can or will, and ready to scale up.

Preventing homelessness and destitution among this group is urgent. Historically limited accommodation and support for this group of people has only come from third sector organisations as local statutory services are normally prevented from supporting people due to UK immigration legislation. But during the pandemic there have been public health grounds under which local councils can legally accommodate and support people. This faces an imminent end as all covid-related restrictions in Scotland lift.

Fair Way Scotland partners have developed a plan to tackle this, scaling up what the partners already do, connecting other frontline capacity, and targeting support where it is most needed. We now seek someone ambitious about ending destitution in Scotland to take on a highly skilled leadership and coordination role.

About Simon Community Scotland

You will be employed by Fair Way Scotland partner, Simon Community Scotland. People are at the heart of Simon Community Scotland; day-by-day, person-to-person, they are here to provide consistent, friendly and informed support so that people can explore options and take 'the next step' towards a positive future. Simon Community Scotland welcomes people with a wide range of skills and experiences to our team – including those who have lived through homelessness. Simon Community are proud to have won Scotland's Charity of the Year in 2020 and in 2021 were delighted to win S1 Jobs Best Charity Employer award, sponsored by Lidl GB. Please visit [Join our Staff Team](#) to learn more about what it's like to work with Simon Community Scotland, including the benefits and support provided.

Your role in making that happen

The Fair Way Scotland Implementation Lead is a unique role with the potential for strategic impact that contributes to ending destitution in Scotland. The Implementation Lead will support and connect the front-line work of third and public sector partners across Scotland, building on existing connections and enabling effective partnership working to improve outcomes for people who have no recourse to public funds.

The post holder will work on behalf of all the Fair Way partners and as part of a team, representing shared interest and commitment in the development and delivery of pathways to prevent homelessness and end destitution.

Overall Purpose of Post

To lead collaborative work to develop specialist pathways for people with no statutory entitlements who are seeking sanctuary or settlement in Scotland. To facilitate collective and coordinated responses to improve impact and outcomes for people, speed up responses and make best use of resources available. And to work closely with colleagues across all sectors to establish a network hub in each city to harness knowledge, capacity and ambition for ending destitution.

Key opportunities and responsibilities

The postholder will:

- Build knowledge and relationships with the full range of organisations and groups helping to improve the circumstances of people with no recourse to public funds: initially in Glasgow and Edinburgh and extending across Scotland over time.
- Provide a central and pivotal resource that connects knowledge and capacity of available services with a contemporary understanding of the scale, location and profile of people who need support, highlighting and working to resolve gaps, barriers or duplication.

- Create connections with key delivery staff and volunteers and facilitate a network hub in each city to help build a local system response to destitution that is focused on finding collaborative solutions to challenges.
- Promote shared learning and experience by building personal and interagency relationships, built on trust and shared goals, and supporting the Fair Way Scotland learning programme and partners.
- Horizon scan and support development and implementation of the Fair Way Scotland influencing strategy, including emerging issues that face particular groups or geography.
- Represent the vision and aims of Fair Way Scotland and act in the best interests of people who are requiring services and support.

Person Specification

Essential	Desirable
<p>Commitment to and expertise in collaboration, facilitation and coproduction.</p> <p>Success in a senior service design, development and/or delivery role.</p> <p>Flexible, creative and solutions focused.</p> <p>Engaging verbal, written and presentation skills.</p> <p>Ability to establish and sustain trust and confidence with colleagues, customers and the general public promoting, developing and representing the partnership positively and professionally at all levels.</p>	<p>Knowledge and understanding of issues faced by people who have no recourse to public funds</p> <p>Knowledge of homelessness policy and practice in Scotland and future issues affecting the sector.</p> <p>Knowledge of immigration legislation and policy in the UK and its impact on people.</p> <p>Ability to speak relevant languages, in addition to English (e.g. Farsi, Romanes etc).</p> <p>Lived experience of migration, including forced migration/seeking asylum, to the UK.</p>

Further info:

Our best understanding at March 2022 is that there are up to **1,000 people in Scotland** who are at risk of homelessness and destitution due to NRPF.

This includes **around 500 people** in 3 cities who are accommodated in temporary accommodation (mostly hotel rooms) resourced by City of Edinburgh, Glasgow and Aberdeen councils:

- 383 people with NRPF in City of Edinburgh, largely EEA nationals including 150 whose status is currently undetermined.
- At least 70 people in City of Glasgow, largely asylum destitution.
- At least 9 people in Aberdeen, largely EEA nationals.

In addition, we estimate a group of **around 500 asylum seekers** at risk who are currently in Home Office commissioned temporary accommodation. The Home Office will shortly commence asylum support cessations, due to current pandemic protections against cessations also ending.

The Fair Way Scotland delivery organisations are:

- Refugee Survival Trust
- Safe in Scotland
- Scottish Refugee Council
- Simon Community Scotland
- Turning Point Scotland

With infrastructure supported by 3 organisations to help connect, learn and influence:

- Homeless Network Scotland
- Institute of Social Policy, Housing and Equalities Research at Heriot-Watt University
- Joseph Rowntree Foundation

All working in close partnership with:

- Scottish Government: unit responsible for Ending Destitution Together strategy
- Scottish Government: unit responsible for Ending Homelessness Together strategy
- COSLA Migration

The post will be hosted by Simon Community Scotland, who will take responsibility for all aspects of employment/secondment, supervision and support, however the postholder will report directly to the Fair Way Scotland governance and implementation structures.