

## Dignity in School Programme Capacity Building Project Worker

### JOB DESCRIPTION

We are seeking to recruit an enthusiastic, creative, and dynamic Project Worker, to be part of our Dignity in School programme team.

The postholder will be engaged in the development, delivery and reporting on a range of adult learning/continuing professional development opportunities across the education system and with allied professionals. The postholder will be located in our Dignity in School team but have connections across Children's Parliament in terms of our UNCRC implementation capacity building work.

This strand of work is rooted in our practice with children and focuses on raising awareness, instilling confidence and building the capacity of adults and organisations. Passionate about children's human rights, 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.

**Hours:** 35 hours per week

**Salary:** £27,028

**Location :** The programme will operate over 3 years. In each year, different 'host' settings will participate. In the forthcoming year 1 much focus will be on supporting adult/professional learning in Dundee and Clackmannanshire where we have clusters of schools taking part. However, this post is also national, and during year 1 and over time, the work will be part of a national adult learning/continuing professional development offer.

Formally, the place of work will be Children's Parliament HQ office, Summerhall, Edinburgh but as Dignity in School focuses work in year 1 on Dundee and Clackmannanshire time will be spent in these locations, as well as some travel nationally.

**Duration :** This is a permanent post. Dignity in School is a 3 year funded project.

**Reports to:** Project Lead: Dignity in School

## OVERVIEW OF ROLE

2022 is an important year for Children's Parliament. Moving on from our 25<sup>th</sup> birthday celebrations last year we are now focusing all our energy on impending UNCRC incorporation, something that Children's Parliament has been supporting and working towards for many years.

Along with incorporation comes recognition that public bodies, and their employees, have responsibilities as duty bearers. While Children's Parliament's central focus is on the lived experience of children, and engaging directly with children, we also acknowledge that adults need the knowledge, skills, values, confidence and behaviours that will make children's rights real, day-to-day. In the context of the Dignity in School project, the postholder will make sure we are designing, offering and facilitating adult learning/continuing professional development that helps us support the progressive realisation of children's human rights.

The post sits within our flagship **Dignity in School** Education Programme. We have spent the last school year working in two schools, Stoneywood School (Aberdeen) and St. John's RC Primary School (Edinburgh), building a picture of what children's rights-based practice looks like in school. At the heart of the project we have developed the *Dignity in School Hub* which is a digital space supporting primary schools and early learning settings to become the hub of human rights practice they can aspire to be. You can find the Hub here: <https://dignityinschool.childrensparliament.org.uk/> The intention is to grow the *Dignity in School Hub* and the adult/professional learning offer we make alongside it. We are developing a Moodle/Learning Management System which can host learning materials.

With the success of year one of our project, and with UNCRC incorporation getting closer, we have worked with our funder *Gordon Cook Foundation* to grow the Dignity in School project over the next three years as one of the priority areas in our strategic plan 2022-25. As part of this more extensive project we will be working with two partner local authorities each year to expand the impact of the project in their localities and also nationally, all with the intent to support the adoption of rights-based practice across early learning and primary schools and partner agencies working in and around the school community. In the coming school year we will work with clusters of schools in Dundee and Clackmannanshire.

**Please read our Dignity in School Prospectus for more information.**

## KEY AREAS OF RESPONSIBILITY

- To work with colleagues in the Dignity in School team to create a coherent project across different locations.
- To work with colleagues in the development of content for the adult/ continuing professional learning element of the Dignity in School project.
- To support development of the Moodle/Learning Management System to be used as a platform for adult/continuing professional development material.
- To facilitate delivery of adult/continuing professional learning.
- To work with colleagues to build the Dignity in Schools Hub.
- To develop positive and effective relationships in all aspects of their practice.
- To work with the Dignity in School team to ensure effective monitoring and evaluation systems are in place and used for reflection and reporting.
- To ensure a close liaison with the Dignity in School Project Lead and Programme Manager (Education) keeping them abreast of delivery, developments and challenges in the work.
- To contribute to the wider work and goals of the organisation.

The above list of duties is not exhaustive.

## PERSON SPECIFICATION

<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Educated to degree level in a relevant field, or equivalent experience</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience in rights-based practice</li> <li>• Experience of work with early years and/or primary school age children</li> <li>• Experience of delivering adult/ continuing professional learning</li> <li>• Working alongside children as equals, respecting their rights and views, and encouraging their meaningful participation</li> <li>• Working alongside a range of professional colleagues, raising awareness of children’s human rights, influencing practice</li> <li>• Recording and analysing data and reporting</li> <li>• Monitoring and evaluation approaches to evidence impact</li> <li>• Building relationships and representing an organisation in day-to-day, community and professional relationships</li> <li>• Experience in using social media in a professional context</li> <li>• Experience in developing interactive content for a Learning Management System is desirable but not necessary. Training will be provided.</li> </ul>
<b>Knowledge + Understanding</b>	<ul style="list-style-type: none"> <li>• The United Nations Convention on the Rights of the Child</li> <li>• The range of public authorities with duties under new legislation regarding the UNCRC</li> </ul>
<b>Skills + Abilities</b>	<ul style="list-style-type: none"> <li>• Confidence to work on one’s own in a professional setting</li> <li>• Imagination and creativity when developing approaches to adult learning/continuing professional development</li> <li>• Clear and confident communicator, both written and verbal, with experience of engaging with a range of professionals</li> <li>• Flexibility and an ability to produce work at short notice</li> <li>• Ability to prioritise and complete tasks in a timely fashion</li> <li>• Excellent time and organisational skills</li> <li>• Effective use of IT</li> <li>• Ability to collaborate with other as well as working independently.</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Passionate about children’s human rights</li> <li>• Work within the values of Children’s Parliament</li> <li>• Full driving licence</li> </ul>

## SUMMARY TERMS AND CONDITIONS OF EMPLOYMENT

Working week:	35 hours per week. Occasional irregular hours or overnight stays may be required.
Duration:	This is a permanent post.
Annual leave:	30 days + 10 days public holiday per year. Because of the nature of the work, annual leave is taken during school holidays. Depending on the project commitments, annual leave may be taken at other times in agreement with the Line Manager.
Place of work:	Formally the post is located at The Children's Parliament HQ at Summerhall, Summerhall Place, Edinburgh. The post holder is likely to be in Dignity in School locations for at least 50% of the working week. There will be some national travel.
Travel requirements:	Travel to project location and occasionally to other Children's Parliament programme locations.
Pension:	A contributory pension scheme is in place.
Probation period:	3 months
Sick pay:	2 months 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.

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.

## 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 five priorities:

**Demonstrate:** We will work with partners locally and nationally to demonstrate a children's human rights approach in practice

**Influence:** We will work with children and partners to influence national legislation, policy and practice, to systematically implement the UNCRC

**Build Capacity :** We will work with individuals, organisations and public bodies to build their capacity to deliver children's rights

**Grow the Movement:** We will help drive cultural change across civil society to create a nation that values children and delivers their human rights

**Strengthen our organisation:** We will continuously improve our systems and processes 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](http://www.childrensparliament.org.uk)

September 2022