



Application pack for the post of

Scotland Lead

May/June 2023

Together we can find a home for every child who needs one.

Introduction

Together we can find a home for every child who needs one.

Thank you for your interest in the post of Scotland Lead. This is an exciting opportunity to be part of the rapidly growing Home for Good team and enable us to increase our reach and impact as we seek to find a home for every child who needs one.

This pack outlines the role and provides a little information about Home for Good. It includes:

- An introduction to Home for Good
- The job description
- The person specification
- Essential employment information
- An outline of the application procedure
- An overview of our values

If you have any questions or would like an informal chat about the role, please do contact us.

HR Team

hr@homeforgood.org.uk



An introduction to Home for Good

Every 15 minutes, a child or young person in the UK enters the care system. Each child has intrinsic worth and value. Every child needs the same things to thrive: a stable place to call home, an environment that feels safe, someone they can trust who will offer care and support.

Right now, there's an urgent need for foster carers across the UK. Nearly a quarter of young people in care are over the age of 16, yet there are limited high-quality options for accommodating these young people in safe, appropriate places. There are children waiting more than 18 months for an adoptive family who can offer them the care they need – this includes children who are male, children who are Black, children with a disability and children in a sibling group.

Home for Good has a bold vision to find a home for every child who needs one in the UK through fostering, adoption and supported lodgings for teenagers. We believe the Church has a crucial role to play.

There are over 50,000 churches in the UK. In every village, town and city in the country these churches – big, small and in between – are filled with people who want to follow the example of Jesus, seeking justice, showing compassion and practicing hospitality. When we read the Bible, it's impossible to ignore the fact that this is an issue close to God's own heart. Psalm 68 tells us that God sets the lonely in families.

We inspire and equip individuals, families and churches across the country to play their part to ensure that every child experiences the stability, care and sense of belonging they deserve. Through our resources, content and training packages, we practically equip individuals and families as they explore fostering, adoption or supported lodgings for teenagers. We mobilise churches and communities to welcome, understand and support families who love and raise care-experienced children.

Home for Good is not a fostering or adoption agency but works closely with local and district authorities, adoption and fostering agencies, and supported lodgings organisations to find resilient and caring homes. We particularly focus on finding homes for the children and young people who wait the longest.

Home for Good is a national charity with a local mission – we have team members and volunteers across England, Wales, Northern Ireland and Scotland, working on the ground to inspire the local Church, build partnerships and ultimately find homes for the thousands of children who are waiting.

But we don't just work at the local level – we are committed to sparking systemic change too. We take the stories, experiences and wisdom of care-experienced children and those who care for them, and we build a bridge between those whose voices are too often ignored, and those who have the power to enact real change.

Home for Good is driven by a vision: that together we can find a home for every child who needs one. We are delighted that you are interested in joining us as we seek to make this vision a reality. Thank you.

Job description

Introduction

We are seeking a strategic leader with a breadth of communication skills and with a proven track record of engaging positively with churches. The Scotland Lead is responsible for shaping and leading Home for Good's work within the Scottish context. Central to this role is the responsibility of initiating, coordinating and overseeing Home for Good's engagement with churches across Scotland, **with an initial emphasis on Glasgow, Edinburgh and the Central Belt**. This includes building a network of volunteers, helping local churches to engage with the work and vision of Home for Good and inspiring and supporting Christians in their exploration of adoption, fostering and supported lodgings. Raising the profile and reach of Home for Good into new areas is imperative, with potential for developing contract agreements with local authorities and other fostering/adoption agencies to help sustain and grow Home for Good's reach and impact in Scotland. Working with a wide range of churches and statutory agencies, the postholder will expand the missional aims of Home for Good, by helping to find a home for every child who needs one through fostering, adoption and supported lodgings.

Organisational culture

We are a collaborative team, each bringing different skills, stories and ideas, united in our shared vision and faith. We are a team who trust and value one another, remembering that we are more than the sum of our outputs; we are people made in the image of a creative God. As a remote organisation, we encourage connection with one another, scheduling regular team time on Zoom and team days in person. We encourage a healthy work/life cycle, all with a serious commitment to prayer, fun and encouragement.

Reporting lines

Reports to Director of Engagement

Line management responsibility is part of the role. Line management will initially be provided for the North East Scotland Coordinator.

Main tasks

1) Strategic planning and leadership

- Work with the Director of Engagement and the Scotland Advisory Group to develop a three-year strategic plan for Scotland (for 2024-2027) that will help Home for Good inspire and equip churches to play a more active part in finding and supporting homes for children and young people who need them.
- Take the lead in implementing this strategic plan and shaping Home for Good's ongoing work in Scotland.
- Facilitate regular meetings of Home for Good's Scotland Advisory Group – utilising their skills, experience and expertise to help shape the work of Home for Good in Scotland and to ensure that there is a strong, contextualised Scotland voice across the organisation.

2) Church engagement & development of reach

- Deliver on the Scotland Strategic plan using intentional and effective tools for engagement, including speaking engagements, the Home for Good Church initiative, church leader meetings, Home for Good Champions and presence at key events and conferences.
- Oversee and deliver on the final year of Home for Good's three-year partnership with the Church of Scotland Guild, which requires Home for Good to provide a speaker for around 100 weekday Guild meetings between September 2023 and April 2024. The postholder will need

to carry out regular, pre-booked speaking engagements, support volunteer speakers and liaise with the Guild leadership.

- With support from the Events Manager and Director of Engagement and as part of the wider national and regional events strategy, lead the planning and hosting of a programme of events in Scotland – building towards a Scotland Summit in 2024 or 2025.
- Maximise tactical opportunities and proactively seek additional ways of increasing the reach and raising the profile of Home for Good in Scotland, including through regional conferences and festivals, local and regional media opportunities and engagement with community and church networks.
- Promote Home for Good resources and central programmes. Encourage and facilitate churches, Champions and support groups to engage with the curated Home for Good journey (including 'Home for Good Church'), equipping and empowering them to respond to the needs of children with lived experience of care and directing enquirers to the centralised enquiry team.

3) Recruitment and deployment of volunteers

- As a key part of the strategic plan for Scotland, develop and deliver a plan to grow the volunteer network in Scotland, including the recruitment and effective deployment of Champions and Peer Support Volunteers.
- Work with the wider Home for Good team to ensure that volunteers in Scotland are empowered and equipped to deliver various activities as part of Home for Good's strategic objectives.
- Act as the main point of contact for Home for Good Champions and Peer Support Volunteers in Scotland, providing regular encouragement and support and facilitating connections that enable volunteers to work well together.

4) Fundraising

- With the support of the Fundraising Team and the Director of Engagement, be responsible for inspiring generosity and increasing income from local churches and individuals across Scotland.
- Work with the Fundraising Team to identify new opportunities to grow and diversify income streams to support Home for Good's activity across Scotland, including income from trust funds and foundations.
- Work with the Fundraising Team to develop and deliver seasonal fundraising appeals in Scotland, in order to inspire and mobilise churches, businesses and individuals to actively participate in financially supporting Home for Good.

5) Development of relationships and agreements with fostering/adoption agencies

- Work with the Director of Engagement and the Contracts Manager to develop positive relationships with Local Authorities and independent fostering agencies and adoption agencies across Scotland and to explore the potential for contract agreements where appropriate.
- If and when contract agreements are secured with any agencies...
 - Be the main point of contact for the relevant agency staff – developing relationships, exploring opportunities for fruitful collaboration etc.
 - Work with churches, Champions and agency representatives to ensure delivery of agreed strategies as part of contract agreements.
 - Input into quarterly reports of engagement activity to inform regular contract reviews.
 - Work with the Director of Engagement and the Contracts Manager to review, monitor and evaluate contracts within Scotland, seeking opportunities to add further value, to demonstrate impact and to promote Home for Good.

6) Operational and other activities

- Work with the Enquiries and Family Care team to ensure records are kept up-to-date with relation to events, speaking engagements, enquiries and referrals.
- Manage all personal data collected appropriately in-line with GDPR.

- Store data, information and intellectual property appropriately, with the support of your line-manager and colleagues.
- Where relevant, ensure contract agency data is collected, stored and shared carefully, providing required information to agency as and when necessary.

You may also be required to carry out such reasonable additional or other duties as necessary to meet the needs of Home for Good from time to time.

The successful candidate will need to complete a Disclosure and barring check (DBS), AccessNI or PVG check.

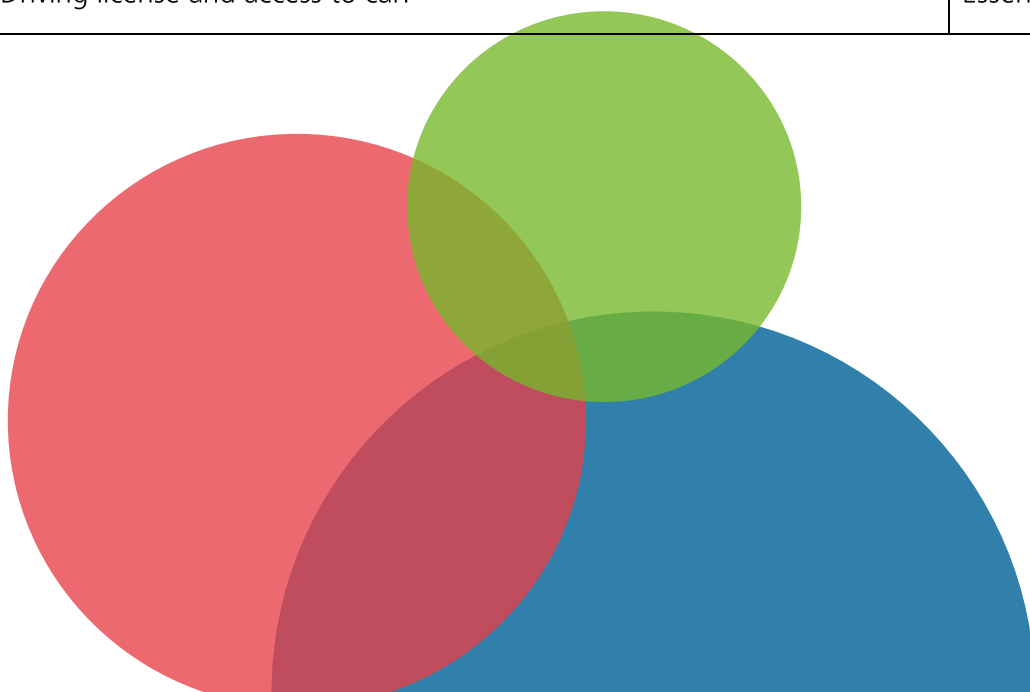
This post is subject to an Occupational Requirement that the postholder be a committed Christian under Part 1 of Schedule 9 to the Equality Act 2010.



Personal specification

Education/Qualifications	Essential/Desirable
1. Educated to degree level or equivalent.	Essential
Experience	
2. Experience of organisational leadership at a national or regional level.	Essential
3. Proven ability in building relationships and developing partnerships.	Essential
4. Proven ability in leading teams and managing volunteers.	Essential
5. Understanding and previous experience of involvement in church-facing programmes.	Essential
6. Proven ability in organising successful events of varying size.	Essential
7. Experience of fostering, adoption or supported lodgings, personally, professionally or in connection with others.	Essential
8. A good understanding of the adoption and fostering sector in Scotland, including government and agency awareness.	Desirable
9. A good understanding of the Church landscape within Scotland, including a wide understanding of denomination activity.	Essential
10. Specific understanding and experience of one or two of the main church denominations/movements in Scotland, including experience of relating to church leaders within those networks.	Desirable
Skills/Abilities	
11. Proven ability to develop, implement and evaluate successful programmes.	Essential
12. Self-starter, able to organise own priorities and time.	Essential
13. Proven ability in using initiative with high levels of responsibility.	Essential
14. Proven ability in interacting, with excellence, efficiency and professionalism, with a wide range of people, by phone, email and face to-face.	Essential

15. Flexible, able to work in a rapidly changing team and organisational context.	Essential
16. Confident communicator at events, church services and in meetings.	Essential
17. High competence in Microsoft Office, internet technology and social media.	Essential
Personal qualities	
18. A clear commitment to the Christian faith and agreement with Home for Good's basis of faith.	Essential
19. Passionate about fostering and adoption and able to identify with and be committed to the vision and ethos of Home for Good.	Essential
20. Adaptable with a willingness to be involved in a wide range of tasks.	Essential
21. Able to be confidential and adhere to required GDPR policies and practises.	Essential
22. Able to travel frequently, and ability to work unsociable hours when required (e.g. weekends and evenings).	Essential
23. Relational, diplomatic and able to relate well to people from a wide variety of backgrounds.	Essential
Location & Travel	
24. Living within the Central Belt area and no more than 30 minutes from Edinburgh or Glasgow (by car or public transport).	Essential
25. Driving license and access to car.	Essential



Employment information

Job title:	Scotland Lead
Purpose:	See job description
Location:	Home working, with regular travel in Scotland and occasional travel to other parts of the UK. Given the focus on developing key, strategic relationships and establishing networks within the Central Belt, we require that the postholder be based within the Central Belt with easy access to Glasgow and Edinburgh (see Person Specification)
Contract length:	Permanent
Start date:	As soon as possible
Hours of work:	<p>While this is envisaged as a full time role (35 hours per week) there is the option of working at least 0.8 FTE (28 hours per week) as a part time role.</p> <p>Some weekend and evening work will be required. Home for Good operates a time-off-in lieu system.</p>
Holiday entitlement:	25 days annual leave per year plus bank holidays (pro-rata)
Salary:	£33,779.20 to £35,945 (dependant on experience)
Pension/Life Assurance:	<p>After three months, automatic enrolment into a direct contribution pension.</p> <p>Home for Good has a Group Life Assurance policy for all employees.</p>
Overtime:	Paid overtime is not applicable to this position.
Period of notice:	Four weeks' notice by either party during probation period increasing to twelve weeks after the probation period.

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Application procedure

To apply, please submit a CV and supporting statement via the [Job Opportunities section](#) of our website. The supporting statement should be no longer than two A4 pages and should illustrate how you meet the requirements of the role as specified in the job description and person specification. Please include three references, one of which should be from your current church leader and one from your current/most recent employer. Please also provide details of your current notice period if applicable and most recent salary.

The closing date for receipt of applications is 9am on Thursday 15 June 2023. We will aim to contact you by 5pm on Friday 16 May to let you know whether you have been shortlisted for interview.

Interviews will take place, in person, on Friday 23 May 2023 in Glasgow. When a decision has been made, we will inform all candidates of the outcome.

Home for Good will treat your application as private and confidential. Unsuccessful candidates will be notified by email and their applications will be securely destroyed after one year.

Our Equal Opportunities Policy includes facility for justifying that all posts have an occupational requirement that they be occupied by people who can demonstrate a personal Christian faith. Candidates are therefore asked to confirm that they assent to a statement of faith, which is summarised through the Nicene Creed (see Ethos Statement).

We welcome applications from all suitably qualified persons and all appointments will be made on merit. We are seeking to ensure a diverse workforce and welcome applicants from ethnic minority groups who are currently under-represented at this level in the organisation.

Our values

Our two core values are the twin threads that run through every aspect of our work. All that we do is shaped by, built upon and fuelled through being **child-focused** and **faith-rooted**.

Child-focused

Children and young people will always be at the heart of Home for Good. We are passionate about finding a great home for every child who needs one, where they will be loved and nurtured and enabled to thrive. We affirm the infinite value and believe in the potential of every child. We will do all we can to advocate on their behalf, championing their needs and celebrating their successes, ensuring their voices are heard.

Faith-rooted

Our Christian faith inspires, motivates and encourages us to act and to believe that change is possible as we stand firmly on a strong theological foundation and commit to prayer for every aspect of our work. We will hold on to faith amidst setbacks and challenges and step out in faith to act. We are open about our faith and recognise the potential in the Church to make a difference, but we do not expect preferential treatment and are keen to work in partnership with those of other faiths and of no faith.

Our principles for working

We are innovative

We seek new and creative solutions. We see opportunities and possibilities. We are dynamic and responsive. We dream about what could be and then we intentionally plan, develop and create all that is needed to get there.

We are relational

Within our team, across our organisation and throughout our networks, we value relationship and believe in the synergy of collaboration. We dream together, we make decisions together and we work together. We celebrate diversity, respect differences and are generous with our ideas.

We are hopeful

We are optimistic and focus on what can be done to find solutions. We recognise that fostering, adoption and supported lodgings are not easy and we will be honest about challenges and frustrations, but we seek to be a catalyst for change and make a positive difference in every situation.

We pursue excellence

We are professional, invest in training and ensure a good level of understanding. We ensure that information we share is accurate and up-to-date, and we are careful and intentional in our messaging. We are eager to learn from those with experience and expertise, and we enable people to play to their strengths.

Home for Good has chosen the Nicene Creed as our statement of faith:

- We believe in one God, the Father, the Almighty, maker of heaven and earth, of all that is, seen and unseen.
- We believe in one Lord, Jesus Christ, the only Son of God, eternally begotten of the Father, God from God, Light from Light, true God from true God, begotten, not made, of one Being with the Father. Through him all things were made. For us and for our salvation he came down from heaven: by the power of the Holy Spirit he became incarnate from the Virgin Mary, and was made man. For our sake he was crucified under Pontius Pilate; he suffered death and was buried. On the third day he rose again in accordance with the Scriptures; he ascended into heaven and is seated at the right hand of the Father. He will come again in glory to judge the living and the dead, and his kingdom will have no end.

- We believe in the Holy Spirit, the Lord, the giver of life, who proceeds from the Father and the Son. With the Father and the Son he is worshipped and glorified. He has spoken through the Prophets. We believe in one holy catholic and apostolic Church. We acknowledge one baptism for the forgiveness of sins. We look for the resurrection of the dead, and the life of the world to come.

We expect our Staff, Champions and Local Movements to ascribe to this statement of faith.