



EQUALITY | RESPECT | LOVE

Who Cares? Scotland Job Specification

Post title	Children's Hearing Advocacy Worker
Salary range	£24,147 to £30,184 per annum (pro rata)
Hours of work	17.5 hours per week
Contract	Permanent
Area	Moray
Base location	Moray
Responsible to	Advocacy and Participation Manager – North
Last update	January 2024

Who Cares? Scotland is Scotland's only national independent membership organisation for Care Experienced people. Our strategic vision is to secure a lifetime of equality, respect and love for Care Experienced people in Scotland.

At the heart of Who Cares? Scotland's work are the rights of Care Experienced people, and the power of their voices to bring about positive change.

We provide individual, lifelong, relationship-based, independent advocacy, and a broad range of imaginative participatory and engagement opportunities for Care Experienced people across Scotland. We work alongside Corporate Parents and communities, to broaden understanding and create change. We work with policy makers, leaders and elected representatives, locally and nationally, to shape law, policy and practice, to build on the aspirations of [The Promise](#) and secure positive change.

Purpose of the post

The purpose of the post is to ensure that children and young people involved in Children's Hearing processes in Moray are able to engage with independent advocacy supports. The successful candidate will ensure that the voices and views of children and young people are considered in Children's Hearing processes and are at the heart of decision-making.

Children's Hearing Advocacy Workers provide independent advocacy support to children and young people involved in Children's Hearings. This means listening to what they say, supporting them to amplify their voices, and ensuring that their views are heard regarding all decisions which are being made about their lives. At the heart of the advocacy relationship is trust - built through transparent, honest, accountable and reliable interactions with a skilled and knowledgeable Children's Hearing Advocacy Worker.

You will be brilliant at developing positive relationships with children and young people. The post holder will place young people at the heart of everything they do, helping them live a positive life now and to reach their full potential in the future.

You will be joining Who Cares? Scotland and working within Moray as part of our North Team. You will be joining at an exciting time, when the voices of those who are in or have experienced care are growing in power, individually and collectively - bringing with them insight, challenge, hope, and change.

Main duties and responsibilities

1. To provide high quality independent advocacy supports for children and young people in Moray who are involved in Children's Hearings.
2. To have an adaptable communication approach, that recognises barriers to communication.
3. To assist children and young people in preparing for, and effectively participating in, Children's Hearings.
4. To keep detailed computerised records of work undertaken with young people you support and comply with data protection legislation.
5. To assist in the preparation of liaison reports which evidence the work and advocacy supports provided within the Moray area.
6. Ability to work as a lone worker within a geographically dispersed team is necessary, as is the ability to demonstrate strong individual initiative.
7. Raise awareness of Who Cares? Scotland and our services amongst children and young people, professionals and carers.
8. Build and maintain excellent working relationships with professionals, carers and organisations, to achieve the best outcomes for children and young people, through supporting the child/ young person's voice to be heard.
9. To develop excellent working relationships with relevant organisations and partners.
10. Adhere to Who Cares? Scotland policies, procedures and values at all times.
11. To implement professional boundaries and have clarity of the advocacy role.
12. Carry out any other duties commensurate with the post, as identified by your line manager.

Communication

The post holder will have key contacts with:

- Children and young people within a variety of settings, including (but not limited to) school, residential school, foster placements, kinship care or home settings.
- Professionals across Moray, including the Local Authority, SCRA and CHS.
- The North area team and the broader Who Cares? Scotland team.

Working environment

The post holder will work from home. The post will require travel to meet with children and young people throughout the Moray area. There may be some travel to our Inverness or Glasgow offices. A full driving licence and access to transport is required. The remit of this role requires flexibility, which may include some evening and weekend work and some overnight stays.

Attitudes and values

Commitment to:

- Child and Human rights.
- Working inclusively, with an understanding of equal opportunities and trauma informed practices.
- Belief that young people can make transformative change happen in their lives, if given the opportunity and the correct supports.
- Working in partnership with young people, empowering them to shape and make decisions about their own lives.
- Inter-agency and inter-disciplinary working to improve outcomes for children and young people.
- Developing best practice through regular support and supervision, training, and development opportunities.
- Being able to reflect on your practice and take constructive feedback.
- Compliance with the SIAA Principles, Standards and Codes of Best Practice.
- Embrace new ways of working to benefit the children and young people that we support.

Essential knowledge, skills and experience

Qualifications:

- While we would welcome the knowledge gathered through relevant qualifications, we are just as interested in relevant work experience with children and young people.
- Demonstrable continuing professional development in relevant areas.
- A current full driving license.
- Satisfactory PVG.

Knowledge:

- The Children's Hearing System.
- The issues affecting children and young people in care, or with experience of care.
- Awareness of the care system in Scotland.
- Children's rights.
- Child protection issues.
- Legislation relevant to children and young people.
- Awareness of independent advocacy and the boundaries of this role.
- Current developments, policy, and practice in relation to children and young people in Scotland.

Skills and competencies:

- Excellent interpersonal and communication skills, both verbal and written.
- Ability to form positive relationships with children and young people.
- Ability to work both collaboratively as part of a team and on own initiative.
- Ability to develop relationships with other professionals including, social work, Children's Reporters, CHS Panels, health, and education.
- Ability to manage your time and workload to effectively prioritise and meet deadlines.
- Ability to effectively plan and evidence work.
- Excellent administrative skills.
- Willingness to learn and develop your skills.
- A reflective approach to your work and service delivery.
- A positive can-do attitude.

Experience in:

- Working directly with children and young people.
- Delivering training or engaging with a range of audiences.
- Raising awareness and facilitating information sessions.
- Working in a collaborative, inter-agency and inter-disciplinary way.

We welcome and encourage applications from those with experience of care.