



Young Carers Development Worker

Job Description, Benefits and Candidate Requirements

Full Time (35 hrs) | Permanent
Starting salary £28,722 p/a

Edinburgh Young Carers

Norton Park
57 Albion Road
Edinburgh EH7 5QY
Tel: 0131 475 2322

Salary and Benefits

Salary	Starting salary £28,722. Edinburgh Young Carers aligns with the Scottish Joint Council (SJC) pay scales. Development Worker pay band starts at Pt 27 on this scale and yearly incremental salary increases are awarded up to the maximum pay band Pt 30.
Annual Leave	27 days plus all statutory local authority public holidays.
Pension	Employees are automatically enrolled into an approved pension scheme, unless the employee decides to opt out. EYC matches employees' pension contributions by 6% of gross contributions.
Flexible Working	Employees have the option of hybrid working from either office or home as a base and hours may be flexible to suit the individual, whilst also meeting the needs of the organisation.
Staff Wellbeing	Edinburgh Young Carers is committed to supporting employees' mental and physical health and overall wellbeing and we operate in an open and safe environment. Complementary access to external support services is made available to all employees through Benenden Health after successful completion of a 6-month probationary period. Family and friends can also be added to your plan. Ongoing staff support is provided by the Management Team.
Cycle to Work Scheme	Edinburgh Young Carers supports employee physical wellbeing and all employees have access to a Cycle to Work Scheme, providing discounted new bicycles through salary deductions.
Training	All employees receive a full induction to their role and are entitled to access appropriate training to support their role. Training and Personal Development opportunities are extensive and actively encouraged.
Equipment and Home Working	Employees will be given use of a work laptop and mobile phone and all necessary supporting equipment to enable a comfortable working environment, both in the office and for home working

About Edinburgh Young Carers

The Service	Edinburgh Young Carers (EYC) is a charitable voluntary sector organisation formed in April 1996. EYC is incorporated as a Limited company governed by a Board of Directors. The service was established to provide dedicated support to young carers – children and young people who provide regular and substantial physical or emotional care for someone at home due to illness, disability or addiction. The service has an approximate annual turnover of £700,000.
Aims	• Develop and maintain high quality child and young person-centred support services to young people with caring responsibilities in Edinburgh • Raise awareness of young carers' needs and to inform and assist agencies in developing appropriate support services • Ensure a rights-based ethos to the work of the service, with the active involvement and participation of young carers.
Mission	• Provide support for young carers which meets their individual and collective needs and fosters their confidence and self esteem • Work in cooperation with other agencies, such as education, social work and health services for the benefit of young carers and their families • Strive for positive changes in the policies and practice of any service used by young carers.
Activities	EYC activities are currently focused on the following areas: • Information Provision • Personal Development & Social Inclusion • Individual & Peer Support • Respite • Rights Work • Promoting and Adhering to the Carers (Scotland) Act 2016 • Young Carer Statement and Adult Carer Support Plan completion

Job Overview

Edinburgh Young Carers is a lively, passionate and fun place to work. We are committed to providing a first-class service to young carers and their families and every member of the team has an equally important role to play in helping achieve this.

Reporting to the Chief Executive, ensure that young carers aged between 5 and 25 years old (but with a primary specialisation in the 10-12 years age/stage) are identified and provided with the support and services that they require to achieve their identified personal outcomes.

Promote the development of a range of support services and diverse activity programmes to meet the varied needs of young carers.

To ensure young carers are aware of their rights and to promote and raise awareness of these rights with other organisations.

Enable young carers to be heard, to be listened to and to contribute to the development of the Edinburgh Young Carers service.

Contribute to the delivery of the Service Outcomes of Edinburgh Young Carers.

Perform other duties as reasonably requested by the Chief Executive.

Key Responsibilities

Service Delivery

To work with young carers and their families, on an individual or group basis, using a variety of interventions, to identify needs and to achieve positive outcomes:

Individual Support

- Assess individual needs
- Complete Young Carer Statements
- Prepare individual person-centred development plans
- Regularly review individual's progress
- Provide written and verbal reports as appropriate
- Assist young carers in articulating their needs and representing their views
- Provide information about services, resources and sources of help for young carers with particular needs
- Refer young carers and/or families as appropriate to other relevant support services.

Group Support

- Develop innovative and creative ways of working with young people, making best use of available resources
- Plan, facilitate and record group work sessions

- Evaluate and review group work programmes and methods
- Produce regular written reports on group developments and the progress of individual young carers within the groups
- Organise and take part in residential activities as required.

Children's Rights

- Enable young carers to express their needs and wishes by adopting a child/young person-centred approach
- Enable and encourage young carers to participate in all aspects of shaping the Edinburgh Young Carers service
- Identify and develop new opportunities for the participation of young carers in the delivery of the service
- Encourage young carers to influence services provided by other agencies for example, through the Young Carers Forum.

Service Development

- Develop an expertise within Edinburgh Young Carers service in identifying and supporting young carers, particularly in the Under 12's service
- Publicise and raise awareness of the needs of young carers and the Edinburgh Young Carers service with relevant organisations, agencies and local media
- Liaise with relevant organisations and agencies to identify young carers and enable young carers to access the project and other services
- At all times, in line with Getting it Right for Every Child, work with statutory and other voluntary organisations to ensure the identified personal outcomes of young carers are met
- Assist in the organisation of, or attend as required, training, conferences, seminars and publicity events.
- Identify and highlight opportunities to develop service activities
- Support the Chief Executive to secure funds for the Edinburgh Young Carers service as required
- Work within the policy framework and programme of activities agreed by the Management Board of the Young Carers service.

Monitoring and Evaluation

- Participate in the regular monitoring and evaluation of the service and its work and highlight ideas or opportunities to develop the monitoring and evaluation framework
- Maintain records as appropriate (e.g. service enquiries, records about individuals, management information, training and evaluation records).

General Duties

- Carry out the duties of the post with regard to Edinburgh Young Carers' policies and procedures
- Attend and contribute to regular supervision sessions and team meetings
- Maintain confidentiality over personal information relating to individual users of the service, adhering at all times to Edinburgh Young Carers' Data Protection Policy and wider GDPR regulations

- Undertake duties with a clear understanding of the service's policy on Child Protection, ensuring the fulfilment of individual responsibilities in the management of any child protection issue which may arise
- Assist in the management and monitoring of budgets/financial reporting and ensure financial procedures are followed
- Work as part of a team contributing to the smooth and effective running of the service
- Be primarily self-servicing including processing letters and reports, keeping appropriate records of work undertaken
- Prepare regular progress reports to Chief Executive and attend occasional Board meetings as requested
- Undertake any other duties as reasonably requested by the Management team.

Candidate Requirements

Essential

- Genuine interest in supporting and nourishing the livelihoods of children and young people
- Minimum 3 years' experience in working directly with children and young people, including individual and group work, in a way that:
 - identifies personal outcomes, assesses support needs, develops young-person centred supportive activities and is imaginative and empowering to young people
- Experience of working with young people through intensive 1:1 support, which could be short or long-term support
- Ability to form appropriate relationships with children and young people, particularly with those under the age of 12
- Experience and understanding of Child Protection issues and ability to quickly spot and escalate arising issues
- Sound understanding of, and a sensitive approach towards, the situations, needs and difficulties faced by children and young people
- An understanding of the issues faced by young carers
- Knowledge of the policies and legislation relevant to young carers, as well as a good understanding of the current local and national strategies and policies relevant to children and young people
- The ability to form effective partnerships and network with colleagues and agencies in the statutory and voluntary sector
- Ability to use own initiative, work as part of a team and organise own work efficiently in consultation with the Chief Executive
- Good listening, verbal and written skills, including an ability to write progress reports and keep appropriate records of work
- Computer and smartphone literate, including effective knowledge and use of MS Office packages (Word, Excel, Outlook etc.) and ability to use mobile applications. Knowledge of presentation packages (i.e. Powerpoint, Canva etc.) would be advantageous
- An approach to work which is positive, flexible and reflects a commitment to the rights of children and young people
- Understanding of, and commitment to the promotion of equal opportunities policies and practice.

Desirable

- A relevant professional qualification in social work, youth work, community education, childcare or other relevant qualification would be desirable, but proven experience of working with children and young people will also be considered
- Knowledge and experience of the way statutory and voluntary agencies are organised
- The ability to share specialist knowledge for the development of colleagues and partners, through information exchange and/or training events.

Working Terms

Working Hours	Permanent, FT contract: 35 hours per week, to be agreed with Chief Executive (CE). The core hours will be during office hours (9-5), however, because of the nature of the work we do, some work may need to be undertaken outside office hours, including evenings and weekends. Outwith this, the hours worked during the week can be flexible subject to agreement with the CE.
Special Conditions	The post entails work with vulnerable people and falls within the definition of 'regulated work' under the provision of the Protection of Vulnerable groups (Scotland) Act 2007. The post holder will require to be registered as a member of the Protection of Vulnerable Groups Scheme, which will involve a Disclosure Scotland check prior to a formal offer of employment being made. Employment is subject to a satisfactory 6-month probationary period.
Office Location/Base	The post is currently based at Norton Park, 57 Albion Road, Edinburgh EH7 5QY. Flexible home working is also available. Travel is required.
Accountability and Support	The Development Worker will be accountable to the Chief Executive. Regular support and supervision will be provided, including looking at developing skills, identifying training needs, feedback and appraisal.
Equal Opportunities	Edinburgh Young Carers service is committed to being an Equal Opportunities Employer and does not discriminate.
Accountability and Support	The Development Worker will be accountable to the Chief Executive. Regular support and supervision will be provided, including looking at developing skills, identifying training needs, feedback and appraisal.
Equal Opportunities	Edinburgh Young Carers service is committed to being an Equal Opportunities Employer.
Union	Edinburgh Young Carers recognises the right of employees to join an appropriate Trade Union.