



EQUALITY | RESPECT | LOVE

Who Cares? Scotland Job Specification

Post title	Bairns Hoose Advocacy and Participation Worker – Highlands
Salary range	£24,147 – £30,184 per annum (pro rata)
Hours of work	Part time – 14 hours per week. The remit of this role requires flexibility including some evening and weekend work. Hours may change subject to ongoing funding
Contract	Fixed term until 31 st March 2026 with possibility of extension
Area	Highland
Base location	The post holder will work predominantly from the Bairns Hoose premises, but will need to have the ability to travel to meet with children and young people throughout the Highland area. A full driving licence and access to transport is required.
Responsible to	Advocacy and Participation Manager – North

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. We provide individual lifelong relationship-based independent advocacy supports and offer a range of participatory and engagement opportunities for Care Experienced people across Scotland.

Nationally 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, working together to build on the aspirations of The Promise to secure positive change.

Purpose of the post

The remit of the Bairns Hoose Advocacy and Participation Worker is to provide independent advocacy supports to Highland children and young people involved in the Bairns Hoose.

The Bairns Hoose model provides a 'one-stop' service for children who have experienced or witnessed harm. It integrates 4 core areas: child protection, health, justice and recovery and adheres to 11 standards (see page 5). There are 2 Bairns Hoose premises in the Highlands –

one in Wick and one in Inverness. The house in Inverness is the main hub with a Hub and Spoke model being implemented across the Highland's with spaces currently available in Alness, Tain and Skye.

Main duties and responsibilities

1. To provide high quality independent advocacy supports to Highland children and young people involved in the Bairns Hoose. Advocacy supports will be directed by the child/young person, ensuring that their rights are upheld and views shared, helping the child/young person feel included and listened to.
2. To develop excellent working relationships with relevant organisations and partners. You will work as part of a professional team and ensure that children and young people are safe and protected from harm.
3. To assist children and young people in preparing for and effectively participating in any process or meeting aligned with the Bairns Hoose. This could include explaining information and guiding them through processes, taking part in SCIM interviews and supporting the young person to give video link evidence to the court.
4. To adopt a communication approach that recognises communication barriers and attempts to overcome these. You should be familiar with different communication styles and supports including Talking Mats and working with translators.
5. To raise awareness of the collective experiences and voices of children and young people involved in the Highlands Bairns' Hoose across a wide range of audiences. You will do so in a confidential manner and maintain anonymity of the child.
6. To support Highland Council's programme of Bairns' Hoose engagement, participation and consultation activities for children and young people across the Highland's.
7. To keep detailed computerised records of work undertaken with young people, compliant with data protection legislation. You will be mindful that the child may wish to access their notes and your recording style will be child-friendly and trauma-informed.
8. To provide supports to children and young people across the entirety of the Highlands area, ensuring inclusivity and accessibility to advocacy supports.
9. To implement professional boundaries and have clarity of the advocacy role.
10. Adhere to Who Cares? Scotland policies, procedures and values at all times.
11. To uphold the Bairns Hoose standards in the course of your work.
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) home, school, residential school, foster placements, kinship care or the Bairns Hoose premises.

- Partners and professionals across the Highlands area, including the Local Authority, Corporate Parents, Police Scotland, NHS Scotland and other Third Sector agencies.
- National and regional networks that support children and young people.
- The Who Cares? Scotland North area team and the broader Who Cares? Scotland national teams.

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 move on from experiences of harm if given the correct supports.
- Working in partnership with young people, empowering them to shape their own lives and be involved in decisions about their own lives.
- Inter-agency working to improve outcomes for children and young people.
- Developing best practice through regular support and supervision, training and development opportunities.
- Compliance with the SIAA Principles, Standards and Codes of Best Practice.

Essential knowledge, skills and experience

Knowledge:

- Knowledge of the Bairns Hoose model
- Awareness of the issues affecting children and young people involved in Bairns Hoose processes.
- Awareness of the care system in Scotland.
- Knowledge of Children's rights.
- Knowledge of Child protection, Adult Protection and safeguarding issues.
- Be familiar with legislation relevant to children and young people.
- Interested in current developments, policy and practice in relation to children and young people in Scotland.

Skills:

- Excellent interpersonal and communication skills. You will be confident communicating with individuals and groups, both in written and verbal format, with the ability to adapt to a wide range of contexts.
- Ability to form positive relationships with children/young people.
- Ability to work both collaboratively with other professionals including social work, health and education.
- You will work autonomously, prioritizing and managing your own diary to meet young people's needs.
- Willingness to learn and develop your skills and knowledge.

- A reflective approach to your work and service delivery.
- A positive can do attitude.

Experience:

- Working directly with children and young people.
- Working in a collaborative, inter-agency and inter-disciplinary way.

Additional requirements:

- A current full driving license.
- Satisfactory PVG and references.
- You will take enjoyment from working collaboratively with partners to keep Highland's children and young people safe from harm

While we would welcome the knowledge gathered through relevant qualifications, we are just as interested in relevant work experience with children and young people.

We particularly welcome applications from people with experience of care who meet the criteria for the post.

If this role sound like the opportunity for you, we would love to hear from you.

The Bairns' Hoose Standards

1. My rights are upheld and these Standards are for me. My best interests are always acted on, I am listened to and my views are taken seriously.
2. Everyone who is professionally responsible for protecting children across Scotland works together to ensure Bairns' Hoose helps me and other children.
3. Bairns' Hoose includes me and my family.
4. The Bairns' Hoose feels cosy, comfortable, relaxed and well-kept.
5. The people who help me work well as a team to make sure I have the right support when I need it and things are explained to me in a way that I can understand.
6. I will be supported during any interview. My interview will be recorded and used so I don't have to repeat myself as much.
7. If I need to give evidence in a court or legal process, someone explains what is happening and I am supported through this. There is an option to live link to court from the Bairns' Hoose.
8. My physical, emotional and mental health is looked after. Someone helps to plan appointments and I'm supported.
9. If me or my family need help we can speak with someone who understands what we are going through. I get the help and support I need to recover.
10. The people who help me at the Bairns' Hoose work as a team. They get the help they need to do their jobs well.
11. People at the Bairns' Hoose listen to what I have to say about my experience. What I tell them helps to make the Bairns' Hoose better for other children.