



EQUALITY | RESPECT | LOVE

## Who Cares? Scotland Job Specification

Post title	Advocacy and Participation Worker
Salary range	£24,147 - £30,184 per annum
Hours of work	35 hours per week to be worked flexibly
Contract	Fixed term to 31 <sup>st</sup> March 2026 (with continued funding likely to be confirmed in February 2026)
Area	Western Isles
Base location	Working from home with travel throughout the Western Isles area to meet with Care Experienced and/or vulnerable children and young people. The role will include occasional trips off island to our national office in Glasgow, and attending quarterly in-person team meetings in Inverness.
Responsible to	Advocacy and Participation Manager – North
Last update	November 2025

**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, working together to build on the aspirations of [The Promise](#) and secure positive change.

## Purpose of the post

**The purpose of the post is to help nurture an environment where the voices, views and experiences of Western Isles Care Experienced and/ or vulnerable children and young people are at the heart of decision-making.**

Advocacy and Participation Workers (APWs) provide independent advocacy support to children and young people who have a need for advocacy support. This means listening to what the child/young person has to say and supporting them to amplify their voices to ensure that their views are heard regarding all decisions which are being made about their lives.

As the APW on the Western Isles you will also provide supports to 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.

You will also facilitate participatory and engagement opportunities, both local and national, creating conditions for collective advocacy which brings young people together, allowing them to develop confidence, a sense of belonging and the opportunity to identify common issues. You will help ensure their voices are heard by Corporate Parents and communities, creating positive change. You will work closely with partner agencies including the Western Isles Council and other public services, in order to ensure that the voices of care experienced and vulnerable children and young people have an impact, and help create new opportunities and develop existing ones.

At the heart of the advocacy relationship is trust - built through transparent, honest, accountable and reliable interactions between the child/young person and the APW.

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

## Main duties and responsibilities

1. To provide high quality independent advocacy supports for Care Experienced and/or vulnerable children and young people in the Western Isles, helping to ensure their voices are heard and their rights upheld.
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 meetings, children's hearings and other decision-making processes.
4. To ensure that the networks through which Care Experienced and/or vulnerable children and young people can connect, develop and grow as individuals are maximised, including opportunity across the North of Scotland and nationwide.

5. To work effectively with partners to involve and engage a growing number of children and young people with experience of care.
6. To raise awareness of the experiences and voices of Care Experienced children and young people across a wide range of audiences.
7. To support a programme of engagement and participation activities for Care Experienced and/or vulnerable children and young people across the Western Isles area.
8. To help facilitate group opportunities for, and with, children and young people as directed by the requirements of Who Cares? Scotland.
9. Provide other engagement/participation/consultation opportunities for children and young people as part of Who Cares? Scotland local and national work.
10. Keep detailed computerised records of work undertaken with young people you support and comply with data protection legislation.
11. Assist in the preparation of liaison reports which evidences the work and advocacy supports provided within the Western Isles area.
12. Ability to work as a lone worker within a geographically dispersed team is necessary as is the ability to demonstrate strong individual initiative.
13. Raise awareness of Who Cares? Scotland, our services and participation opportunities amongst Care Experienced children and young people, professionals and carers.
14. Work in partnership with professionals, carers and organisations to achieve the best outcomes for children and young people through supporting the Care Experienced voice to be heard.
15. Attend subgroup meetings including the Bairns Hoose Pathfinders Group and the Participation Sub Group
16. To develop excellent working relationships with relevant organisations and partners.
17. Adhere to Who Cares? Scotland policies, procedures and values at all times.
18. To implement professional boundaries and have clarity of the advocacy role.
19. 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 from the Western Isles within a variety of settings including (but not limited to) school, residential school, foster placements, kinship care or home settings.
- Partners and professionals across the Western Isles, including the Local Authority, Corporate Parents and other Third Sector agencies.
- National and regional networks that support Care Experienced children and young people.

- The North area team and the broader Who Cares? Scotland team.

### Working environment

The post holder will have the option of working from either an office space, working from home or a combination of both. The post will require travel to meet with children and young people throughout the Western Isles area. There will be occasional travel off island to our national office in Glasgow and you will be required to attend quarterly in-person team meetings in Inverness. A full driving licence and access to transport is required. The remit of this role requires flexibility which includes 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 their own lives 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 Care Experienced children and young people.
- Awareness of independent advocacy and the boundaries of this role.
- Awareness of the Bairns Hoose model and development across Scotland.
- Current developments, policy and practice in relation to children and young people experiencing care 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, health and education.
- Ability to manage your time and workload to effectively prioritise and meet deadlines.
- Ability to effectively plan and evidence work.
- Experience of providing participatory opportunities and activities.
- Excellent administrative skills and the ability to produce high quality reports on activity and impact.
- 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, both individually and in groups.
- 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.**