

POST: COMMUNITY PARTNERSHIP & PARTICIPATION WORKER

DIVISION: Children and Families

RESPONSIBLE TO: Team Leader

SALARY: £30,602 – £35,778

CONTRACT: Permanent

LOCATION: Edinburgh

Children First - Vision and Values

Children First is Scotland's national children's charity. We stand up for every child because all children should have a safe childhood. We protect children from harm and support them to recover from trauma and abuse through our national and local services. We help children, their families and the people that care for them by offering emotional, practical and financial support. We give children hope and a safer, brighter future.

Transforming the way families across Scotland access whole family support is one of Children First's key strategic priorities. Backed by Scottish Government investment through the Eradicating Child Poverty programme, we are expanding our national Support Line and strengthening local partnerships to ensure families can access the right support at the right time. By connecting communities, services and families, we will help alleviate crisis, prevent harm, build long-term stability and contribute to breaking the cycle of child poverty.

Our core values guide how each one of us works in our day-to-day roles:

- With love, we put children first.
- With purpose, we transform children's lives together.
- With strength, we do whatever it takes to protect Scotland's children.

Diversity, Equity and Inclusion

At Children First, we are committed to building a representative, inclusive and authentic workplace open to applications from all sections of society. We believe in the potential of everyone regardless of sex, race, religion or belief, ethnic origin, ability, family structure, socio-economic background, age, nationality, marital status or civil partnership, sexual orientation, gender identity, or any other aspect that makes you who you are.

We envision a diverse and inclusive Children First where we cultivate a true sense of belonging and connection for and between our teams, children, young people, families

Role Summary

You will play a key role in strengthening community connections and ensuring children, young people and families experiencing poverty and adversity can access the support they need. Working as part of Children First's expanding national Support Line and Eradicating Child Poverty programme, you will build and sustain partnerships with local organisations, statutory agencies and community groups, creating clear pathways into support.

The Community Partnership & Participation Worker will increase awareness of Children First's Support Line and associated services across Scotland, helping families access emotional, practical and financial support through relationship-based and trauma-informed approaches.

You will ensure the experiences, voices and participation of children, young people and families directly influence service design, delivery and continuous improvement. Through community engagement, participation activity and partnership development, you will help strengthen support networks, reduce barriers to access and improve outcomes for families.

Key Results Areas

Relationships with Children, Young People and Families

- Engage with children, young people and families in ways which encourage participation, inclusion and meaningful involvement in service development.
- Support families to identify strengths, needs and aspirations and connect them with appropriate local services and community resources.
- Gather, record and utilise feedback, lived experience and participation outcomes to inform service improvement and organisational learning.
- Identify barriers preventing families from accessing support and work collaboratively with partners to address these challenges.
- Ensure the views of children, young people and families are reflected within planning, decision-making and evaluation activities.
- Support participation in consultations, focus groups, community events and co-production opportunities.
- Promote children's rights and ensure families are listened to, respected and involved in decisions affecting them.

Partnerships and Community Engagement

- Establish and maintain productive relationships with local authorities, health and social care partnerships, education services, community groups and third sector organisations.
- Develop trusted local partnerships that provide effective referral pathways and coordinated support for families.
- Increase awareness of Children First Support Line and associated services

through outreach activity, presentations, partnership forums and community engagement events.

- Support the development and delivery of local engagement plans focused on reaching families most at risk of poverty and inequality.
- Represent Children First within local, regional and national partnership structures and professional networks.
- Collaborate with partners to improve access to support for families experiencing poverty, inequality and exclusion.
- Facilitate warm transfers and coordinated pathways between Children First and partner agencies.

Operational Requirements

- Maintain and develop community mapping information across designated geographical areas.
- Identify local assets, services, resources and gaps in provision to strengthen family support pathways.
- Collect, analyse and share learning from partnership and participation activity to support service development and policy influence.
- Maintain accurate and timely records using Children First systems and reporting processes.
- Contribute to monitoring, evaluation and impact reporting requirements.
- Support communication and engagement campaigns aimed at increasing awareness and uptake of support services.
- Maintain awareness of policy, research and practice developments relating to child poverty, participation, community engagement and family support.
- Develop effective internal communication and information-sharing practices.
- Participate positively in supervision, reflective practice and professional development opportunities.
- Contribute to service sustainability, growth and continuous improvement initiatives.

Wider Organisational Contribution

- Contribute to Children First working groups and organisational development activity.
- Support the development and sharing of best practice in community engagement, participation and partnership working.
- Provide advice, guidance and consultation to colleagues regarding community resources and engagement approaches.
- Support volunteers and people with lived experience who contribute to participation activities.
- Represent Children First at community, partnership and national events.
- Contribute to reports, presentations, case studies and learning resources demonstrating impact and outcomes.
- Actively participate in team meetings and knowledge-sharing opportunities across the organisation.

What We're Looking For

We are looking for someone who is passionate about working alongside children, families and communities to create positive change. You will be an excellent relationship builder who can engage confidently with families, communities and professional partners alike.

You will be committed to children's rights, participation and inclusion, ensuring that the voices of children, young people and families influence how services are developed and delivered. You will be motivated by reducing inequality and poverty and supporting families to access the resources and opportunities they need to thrive.

You will demonstrate a collaborative, strengths-based and trauma-informed approach, bringing warmth, compassion and professionalism to all aspects of your work.

What You'll Get From Us

- A workplace with values of *With Love, With Purpose and With Strength*
- 40 days annual leave inclusive of public holidays
- Pension scheme and wellbeing support
- Flexible and hybrid working arrangements
- Access to Westfield Health and wellbeing services
- Blue Light Card discounts
- A Fair Work Accredited Workplace
- Opportunities for ongoing learning and professional development

Corporate Responsibilities

- Be committed to and uphold Children First's vision, mission and values.
- Comply with Children First safeguarding policies and procedures.
- Comply with the Children First Code of Conduct and professional standards relevant to the role.
- Actively involve children, young people and families in all aspects of work in line with Children First Participation Standards.
- Promote and support volunteer involvement in line with organisational policy.
- Observe all health and safety requirements.
- Work within and promote Equity, Diversity and Inclusion and anti-discriminatory practice.
- Undertake any other duties reasonably required by the line manager.

Need to Have	Need to Show	Need to Know	Need to Be	Core Values
• Relevant qualification in Community Education, Community Learning & Development, Social Care, Social Sciences, Youth Work or equivalent experience. • Experience of community engagement, partnership development or participation work with children, young people and families. • Experience of	• Excellent communication and interpersonal skills. • Ability to build and sustain productive relationships with a wide range of stakeholders. • Strong facilitation and engagement skills with children, young people, families and communities. • Ability to gather, analyse and present information effectively. • Ability to work independently and manage competing priorities. • Ability to maintain accurate records, reports and monitoring information. • Competent in Microsoft Office and digital communication platforms.	• Knowledge of child poverty, inequality and barriers experienced by vulnerable families. • Understanding of community development, engagement and participation principles. • Knowledge of children's rights and participation frameworks. • Understanding of trauma-informed and relationship-based practice. • Knowledge of local services, community resources and support networks. • Awareness of Scottish Government policy relating to child poverty and whole family support.	• Flexible and adaptable in approach to work. • Committed to participation, inclusion and co-production. • Committed to Children First's values and relational approach. • Confident and credible in building relationships across communities and organisations. • Able and willing to travel as required. • Strong safeguarding, confidentiality and professional practice awareness. • Passionate about improving outcomes for children, young people and families.	With Love - Builds trusting relationships and values every voice. With Purpose - Works collaboratively to improve outcomes and reduce barriers for families. With Strength - Champions children's rights and takes action to support families experiencing adversity.

working collaboratively with statutory, third sector and community organisations. • Experience supporting individuals or families affected by poverty, disadvantage or social exclusion. • Experience of planning and facilitating engagement, consultation or participation activities.				
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