**JOB DESCRIPTION**

**Post:**  Project Worker – Participation and Childrens Rights

**Responsible to:** Bairns Hoose Coordinator

**Division:** Children and Family Services

**Salary**: £29,500 - £34,490 per annum (pro rata for part-time staff)

## Role Summary

* To lead the provision of professional and high-quality direct support services to children, young people, and/or their families, and achieve desired outcomes from working with Children 1st.
* To promote the values and principles of Children 1st in providing support to children, young people, and their families, promoting their participation in the services they receive.
* To support the Service Manager/Assistant Director to deliver the service in line with organisational strategy.
* To capture the voices of children, young people and their families with lived experience of child protection and justice processes, to ensure that the Barnahus model that is developed for Scotland is child centred and developed in partnership with children and young people.

## Corporate Responsibilities:

* Be committed and adhere to Children 1st vision, mission and values.
* Comply with Children 1st Safeguarding policies and procedures.
* Comply with Children 1st Code of Conduct and any relevant professional standards relating to the role.
* Actively consider the involvement of children, young people and families with whom we work, in all areas of practice and to implement the Children 1st Participation Standards.
* Actively consider the involvement of volunteers in all areas of our work and to implement the Children 1st Volunteer Development Policy.
* Observe all health and safety requirements.
* Work within and promote policies in relation to Equity, Diversity and Inclusion and anti-discriminatory practices.
* Undertake any other reasonably required duties as instructed by line manager or someone acting on their behalf, in addition to the role specific responsibilities detailed below.

## Equity, Diversity and Inclusion

At Children 1st, 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 1st where we cultivate a true sense of belonging and connection for and between our teams, children, young people, families, and communities we work with.

Further to that, as part of our vision to be an Anti-Racist organisation, we are committed to conscious inclusion to build increasingly diverse teams and emotionally safe work environments.

## Key Results Areas

**Relationships with Children, Young People and Families**

* To ensure quality and timely assessments of the risks and needs of children, young people and families are carried out, taking a strengths-based approach, involving the child and family, and all relevant stakeholders in this process. (Common Core ref: A3)
* To work alongside children, young people and families to develop, agree, and monitor support plans to achieve their identified outcomes and to work with other agencies to ensure that the child benefits from a team approach.
* To provide direct support and/or therapeutic work with children, young people and families, which may include, group work, family work, and individual work.
* To provide advice, support, advocacy and guidance to children and young people in order to assist them in expressing their views and upholding their rights.
* To carry out regular reviews with children, young people and families, involving them and all relevant stakeholders in this process.

**Operational Requirements**

* To manage referrals in consultation with the Service Manager/Team Leader, receiving and responding to contacts and referrals from referring agencies.
* To record, maintain and review information, gained through the process of assessment, monitoring and review, within the Children 1st recording system (Dynamics).
* To maintain awareness of research and policy development through personal reading and study, taking responsibility for own professional development and understanding.
* To contribute to Children 1st’s ability to work within and develop national policy ambitions e.g., Changing Lives, Getting it Right.
* To develop and maintain consistent and meaningful internal communications practices.
* To make constructive use of internal support and supervision processes, and take responsibility for continuous professional development, undertaking mandatory and relevant internal courses as required and, where appropriate and where budget allows, undertaking post qualifying training in child protection, practice teaching or other relevant courses.
* To support activity which contributes to the sustainability of the service.
* To support the wider organisational activity and strategy of Children 1st.

* To support activity which develops and strengthens the Children 1st brand and public profile.

**Relationships with others**

* To evaluate information gained through the process of assessment, monitoring and review, and share this with children and families and others appropriately and sensitively and in accordance with legislation and policies on confidentiality and safer care. (Common Core ref: A4)
* To contribute to Children 1st working groups, sharing and developing practice across the areas of work, and to work within and help develop best practice standards.
* To represent Children 1st at external events and activities particularly with local social work, education, health or third sector agencies, but sometimes at national events. To work constructively with a range of external agencies to promote a multi-disciplinary ‘team around the child’ approach.
* To provide advice, guidance, training and consultation services to colleagues across the charity, and to staff working within partner agencies.
* To contribute to the development of best practice and the success and development of the service by actively participating in team meetings, by developing excellent working relationships with other team members, and by contributing to the knowledge and sharing of best practice with colleagues across the charity.
* To support and supervise volunteers, students, and where appropriate, sessional staff, mentoring, coaching and leading practice, and taking an active role in their recruitment and development.

**Additional responsibilities (Bairns Hoose)**

* To promote the rights of children and young people, and provide support and opportunities for them to have their experiences and views heard and listened to.
* To work with children, young people and their families, who have experience of the child protection and/or justice systems, to sensitively, creatively and systematically gather feedback.
* To have a particular focus on gathering information and experiences in relation to: Joint Investigative Interviews, forensic examinations and young people who have given evidence in court, including the High Courts in Edinburgh and Glasgow, as well as those with experience of child protection and justice processes.
* To support children and young people to share their stories in a range of different ways for example by attending in person or supporting their stories to be shared using a range of mediums.
* To collate feedback, evaluation and experiences of children and young people with lived experiences in written form e.g. leaflet, factsheets, reports, to aid dissemination of key messages.

## Person Specification

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| Need to Have (*Qualifications and Experience*) | Need to Show (*Skills*) | Need to Know  | Need to Be (*Stays same*) | Core Values (*Stays same*) |
| * Diploma in Social Work or other relevant professional qualification at SCQF level 9.
* Experience of direct work with children and young people in a variety of settings and of supporting children, young people and families in partnership with them, their networks, and other workers (Common Core ref: A3, B9)
* Experience of conducting group and/or family work with children, young people and families in adversity or distress
* Experience of working within the current child protection and/or justice systems
* Experience of creating a safe environment for vulnerable children and young people to share their experiences and enable them to communicate their thoughts, feelings and views using a range of different communication methods and approaches.
 | * Creativity and imagination in designing methods of engagement with children and young people.
* Ability to work in a solution focused way that empowers service users (Common Core ref: A8)
* Ability to adapt and respond to a variety of situations and people in order to meet changing priorities and different ways of working.
* Excellent observational and analytical skills
* Ability to maintain and produce accurate and timely records and reports.
* Competent in the use of MS Office
 | * Knowledge and understanding of how children and young people develop, their needs and associated risk factors, and understanding vulnerability and promoting resilience (Common Core ref: A5, A7)
* Child protection and care planning processes, systems and agencies (Common Core ref: A6, B1, B2, B3, B4, B6, B7, B10)
* Relevant childcare legislation and guidance relating to children’s rights (Common Core ref: B6,B7)
* Knowledge of theoretical framework for working therapeutically with children, young people and their families
* Knowledge of services and issues relevant to the needs of children and young people (Common Core ref: B1,B2, B6)
* Knowledge of Statutory social work role and function
 | * Flexible in approach to work
* Committed to and understand the principles of working with volunteers.
* Able and willing to travel as required to services and offices across the region.
* Committed to Children 1st approach and the relational nature of our work.
* Confident and able to form effective and credible relationships with all levels of staff
* Aware of personal responsibility in relation to health and safety.
 | Our core values guide how each one of us works in our individual day to day job:**Respect**Treating everyone with respect and fairness **Integrity**Being responsible and accountable**Participation** Involving others in our work **Excellence** Striving for the highest possible standards  |