



Role Profile

Participation Worker, Scotland

Role Details:

Department:	Engagement and Influence	Team:	Policy and Campaigns Team
Reports to:	Participation and Innovation Partner / Scotland Country Director	Responsible for:	NA
Contract:	Permanent	Hours:	Full-time, 35 hours a week
Salary Range¹: (+ London weighting added if eligible)	£27,953 - £33,130	Salary Band:	H
Base Location: (London, Cardiff, Belfast, Glasgow or home)	Hybrid with links to Glasgow office and travel required throughout Scotland	DBS/PVG Check Required?	Yes
Budget Holder?	N	Policy Owner?	N

Core Purpose:

To lead on The Fostering Network's participation work in Scotland, including running the Young Person's Advisory Board and delivering associated projects.

Primary Objectives:

To develop and deliver the 'Fostering Connections Fostering Change' project funded by the Young Start Fund which supports young people to campaign for change to children's social care and lead on the delivery of a programme of activities related to this.

To work effectively to support the overall operational delivery of the participation strategy in Scotland to ensure the The Fostering Network listens to and puts children's voices at the heart of its work.

Responsibilities:

Project delivery

¹ Please note our policy is to offer at the bottom of the salary band for new starters.

1. To lead regular meetings with our Young People's Advisory Board, offer 1-1 supervision to understand Board members' goals and skills, and develop these skills where possible.
2. To co-produce, plan and deliver a programme of engagement events with the Young People's Advisory Board and facilitate creative, participatory activities for children, young people and families.
3. To work with the Policy and Public Affairs Officer in Scotland to support the Board to campaign and achieve policy change.
4. To be the main point of contact for activities relating to the Young People's Advisory Board, liaising with key staff and ensuring effective communication across the project and wider workstreams.
5. To use a trauma-informed and strengths-based approach to support and promote individuals' wellbeing, connection to the wider care community and gain new skills.
6. To chair and lead the project's steering group made up of foster carers and external stakeholders.

Stakeholder engagement and communications

7. To develop outreach mechanisms and work with external stakeholders to engage and recruit new members to the Board as required.
8. To develop and maintain relationships with key partners across Scotland to ensure that a diverse range of voices from the fostering community in Scotland are heard and included in decision-making, including actively informing developments in policy.
9. To represent The Fostering Network at external events and meetings as required.
10. To coordinate project-wide communications and write project updates for internal and external audiences, including e-news, website and member communications.

Project monitoring and evaluation

11. To keep track of project spending in line with budget constraints.
12. To monitor, review and evaluate the outcomes of the project to contribute to impact reporting to the funder and internally.
13. To work with the Fundraising team to seek new funding opportunities as appropriate.

Effective working towards organisation-wide participation goals

14. To actively contribute to and support the delivery of The Fostering Network's priorities and

participation strategy to ensure that participation and engagement of care-experienced young people is informing our strategic direction, development and delivery of our work.

15. To promote equal opportunities awareness, diversity and anti-discriminatory practice.

16. To uphold organisational safeguarding policies.

Team working

17. Work closely with the Participation and Innovation Partner, Participation Working Group, Policy and Campaigns Team and Scotland Team to ensure that plans and priorities align with wider organisational plans and strategies.

18. Effectively represent the team and actively contribute at internal meetings.

19. Understand and adhere to The Fostering Network's policies and practices.

20. Engage with and demonstrate commitment to The Fostering Network's mission, vision, values and strategy.

21. Proactively engage with the performance development approach, taking responsibility for seeking appropriate development opportunities and taking part in learning.

22. Take a relationship-based approach to our work, understanding that creating positive relationships with our internal and external stakeholders is central to achieving our objectives.

23. Undertake any other duties appropriate to the level in accordance with agreed procedures and guidelines.

Main Stakeholders

In addition to their immediate team, this role-holder will particularly work with:

Internal	External
Policy and Campaigns Team Scotland Team Internal Participation Working Group Engagement and Influence Directorate	Young People's Advisory Board and other care-experienced young people Foster Carer Advisory Board External stakeholders and partners including local authorities and other voluntary sector organisations External funders including the Young Start Fund

What we're looking for:

Essential Knowledge, Experience & Qualifications

- Experience of participation work and co-production with care-experienced young people, or young people from marginalised communities.
- Experience of supporting young people to campaign.
- A sound understanding of children's social care and the issues that impact upon care-experienced young people and foster carers.
- Good experience of organising, co-ordinating and delivering events.
- Experience of working with a wide range of internal and external stakeholders.
- Good experience of project delivery, meeting deadlines and working to a budget.
- Experience of monitoring and evaluation of projects.
- Understanding and experience of using children's rights and participation models to support children and young people.
- Excellent understanding of trauma informed practice, safeguarding legislation and practice in relation to children and young people and children's social care.

Essential Skills & Attitudes

- Commitment to champion the best interests and rights of children and young people.
- Ability to develop and codesign programmes that are intended to increase and enhance the participation of young people within decision-making.
- Highly organised and creative thinker, with ability to prioritise, plan and deliver work within agreed timeframes and to a high standard.
- Good power of communication, and an ability to work collaboratively with others both internally and externally.
- Willingness to travel across Scotland.
- Willingness to work outwith normal working hours as required, including fortnightly evening online meetings, and weekend work including overnight residencies when required.
- Excellent IT skills and confidence with Microsoft Office which includes Outlook, Teams PowerPoint, Excel etc.
- Commitment to maintaining the confidentiality of information held by The Fostering Network and handling confidential information in a professional manner.
- Commitment to Equity, Diversity and Inclusion.
- Commitment to The Fostering Network's mission, vision and values.

Desirable

- Care-experienced and/or lived experience of foster care.
- Clean driving license with own car and willing to get business insurance.
- Experience of producing high quality written materials.
- Experience of using social media in a professional context.
- Experience of chairing working groups or boards.
- Recognised qualification in youth work or equivalent experience.