

Post Title:	Advocacy and Participation Worker
Salary range	£39,000 pro rata
Hours of work	22.5 hours per week
Contract	Permanent, initial funding until December 2022
Responsible to	Senior Advocacy and Participation Worker
Last Update	Nov 2019

Introduction

Jersey Cares exists to enable people with experience of care in Jersey to consistently know love, belonging and opportunity. Jersey Cares will facilitate this by listening to, understanding and addressing the needs of people with experience of being in care, then respond by taking action through advocacy, collaboration and campaigning.

Our key activities over the first 18 months will be to:

- Provide 1-1 relational advocacy for children and young people in care. This will enable the government, as their legal guardian, to know and act on their wishes. Jersey Cares, working with other partners, will hold them to account for doing so. The provision of advocacy will further enable young people to become aware of their rights; the opportunities they can access; and to be connected to people and organisations who can help them to realise these rights and opportunities
- Enable children and young people in care to affect changes in public awareness, service delivery and policy, through engaging in ongoing dialogue with change-makers and participating in programmes of change as ‘experts by experience’
- Enable the wider community to show expressions of love and care towards those in care or with experience of care. The data gathered with, and about, people with experience of care, will inform what this looks like. For example, if 25 young parents tell us they have no extended family to support them, Jersey Cares could facilitate collaboration between a delivery organisation, a philanthropist and other community actors to offer an ‘adopt a granny’ scheme
- Work to remove the stigma and injustice arising because of care-experience through educational programmes, campaigns and awareness raising. This will include delivering training to ‘the community’ in the broadest sense: from the Council of Ministers, to the corporate sector to schools





Work with a wide-range of local partners to:

1. Secure deep and wide community commitment for the message of 'love, belonging and opportunity' for people with experience of care
2. Share the Jersey Cares model of collaboration across a wide range of sectors
3. Work with others to identify and address the structural/societal barriers that prevent people in the community knowing love, belonging and opportunity.

Purpose of the post

Advocacy and Participation Workers work directly with children and young people with experience of care in an individual advocacy role. This means we listen to what children and young people say in order to have their voice heard regarding the decisions that are being made about their life. The postholder will need to have, or develop, a range of creative means to do this as we are working with children and young people from 5-25, many of whom will have experienced significant trauma.

We also provide facilitate participation, which brings people together in groups to identify and tackle common issues and aims to have their voice heard in order to affect a positive change.

The post holder will place people with experience of care at the heart of everything they do.

Main duties and responsibilities

- To provide high quality independent advocacy and participation opportunities for children and young people (currently aged 5-25) with experience of care
- Facilitate group-work with children and young people. This will include participation opportunities and other activities and events
- Work in a creative, strengths-based way to develop the personal and collective aspirations of people with experience of care – using principles of co-production and community development
- Provide children and young people, residential staff and social workers with information regarding the work of Jersey Cares
- Provide children and young people with information about the 'care system' and their entitlements. This will involve developing knowledge about policy and legislation as well as services and support
- Consult care experienced children and young people locally as part of Jersey Cares work
- Keep detailed records of work undertaken with young people and undertake monitoring of statistics
- Provide data for quarterly liaison reports and annual reports which are based on the agreed outcomes for your area of responsibility
- Regularly visit children and young people, who are looked after or subject to formal processes and structures, and care leavers
- Assist children and young people in preparation for, and attend with them at, looked after reviews and other formal processes



- To work in partnership with other professionals and organisations to achieve the best outcomes for children and young people through supporting the care experienced voice to be heard.
- Adhere to Jersey Cares policies and procedures and values at all times.
- Carry out any other duties commensurate with the post as agreed by your line manager.

Communication

The post holder will have key contacts with:

- Children and young people
- Identified liaison contacts
- Children's Services
- Chief executive
- Other voluntary and statutory organisations

Teamwork is important to the smooth running of the organisation and all team members are required to play an active part.

Working environment

The post will require flexibility given the remit of the role. Some evening and weekend work will be necessary. Some off-island work will be necessary to provide advocacy and, on occasion, to attend training. A full driving licence and access to transport is essential.

Attitudes and values

Commitment to:

- Children and young people with experience of care and creating enabling environments for them to express themselves, be heard, develop and influence for positive change
- Self-reflection and personal development
- Children's rights
- Working inclusively with an understanding of equal opportunities practices
- Confidentiality
- Teamwork – building authentic, trusting relationships with colleagues and supporting each other in day-to-day work and in professional development
- Belief that young people can make transformative change happen in their lives if given the opportunity
- Working in partnership with young people
- Developing best practice through regular supervision and training opportunities
- Inter-agency, inter-disciplinary working to improve outcomes for children and young people.



Essential knowledge, skills and experience

Qualifications:

- A relevant qualification, to a minimum standard of level 3 in a discipline related to working with children and young people

Knowledge:

Demonstrable knowledge of:

- The experiences of young people who have experience of care (this may be through your own experience of the 'care system')
- The care system in Jersey
- Children's rights
- Safeguarding
- Advocacy and its principles
- Participation and its principles
- Current policy and practice in relation to children and young people

Skills and competencies:

- Ability to form positive relationships with children and young people
- Ability to create environments and opportunities which allow people with experience of care to recognise their own abilities and gain the confidence to develop further
- Excellent communication and interpersonal skills, both oral and written are required to achieve effective working relationships
- Ability to respond to challenge and conflict in a positive way
- Ability to manage your time and workload effectively to meet deadlines
- Ability to effectively evidence and plan work
- Ability to work collaboratively and thoughtfully as part of a small team and on own initiative
- Ability to recognise and ask for support when needed
- Ability to work some evenings and weekends, and travel off-island
- Comprehensive knowledge of the Microsoft office suite
- Attend supervision, training and development opportunities to develop skills and knowledge and keep up to date with developments relevant to the role.

Experience of:

- Working directly with children and young people, both individually and in groups
- Delivering training to a range of audiences
- Working in an inter-agency, inter disciplinary way within the voluntary or statutory sector
- Keeping accurate and thoughtful records of your practice

