

Job Role Profile

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| | Job Title: | Children's Rights Participation Worker | | |
| | Department: | CFYP | | |
| | Direct Supervisor: | Senior Worker | | |
| | Number of Direct Reports/Matrix Reports: | | | |
| | Location: | Moray | | |

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| 1 | <p>Job Purpose:</p> <p>We require a committed and enthusiastic individual with skills and drive to work with children, young people and their families to promote and safeguard their rights. Working as part of Moray's children's rights service you will ensure the service supports & encourages children, young people and thie families ongoing participation in expressing their views, feelings & wishes in all matters affecting them, and to have their views taken seriously.</p> <p>Young people become more confident and empowered when they see their views are being heard and taken seriously. Their self-esteem improves and they become more likely to actively participate in all areas of their lives.</p> |
| 3 | <p>Key Objectives and Accountabilities:</p> <ul style="list-style-type: none"> The rights of Children, Young People and their families are promoted, respected and upheld Active links and positive working relationships with key individuals are established and maintained Promote and raise awareness of the service with children, young people, families and other key stakeholders Promote, develop & safeguard the rights and interests of the children, young people and their families we support Provide individual relationship-based assistance to children, young people and their families ensuring their rights are safeguarded and maximised. |

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| | <ul style="list-style-type: none"> Assist children, young people and their families in preparing for, and effectively participating in children's hearings and all other formal processes. Children, young people and their families have access to relevant information Children, young people and their families are supported in ways that improve their confidence Children, young people and their families are fully involved in all aspects of service development, delivery and evaluation Work in partnership with professionals, carers & organisations to ensure the safeguarding of children's rights Work in partnership with professionals, carers & organisations to ensure children and young people's voice is heard Keep detailed records of work undertaken with children, young people and their families & undertake monitoring of themes/statistics. Attend and participate in training events and meetings as required. The ability to work flexibly, including some evening and weekend work. Support and manage any volunteers within the service Ensuring the inclusion of children, young people and their families in decision making processes Facilitate groups with children and young people Carry out any other duties appropriate with the post as identified by line manager. |
| 4 | <p>Key Performance Outcomes and Measures:</p> <ul style="list-style-type: none"> Appropriate referral system is in place and monitored. An appropriate Plan is agreed with each Child, Young Person and their family Adhere to Quarriers policies, procedures & core values at all times. Record, report and evidence workload Completion of all relevant training for the post. |
| 5 | <p>Knowledge, Skills and Experience necessary for the role:</p> <ul style="list-style-type: none"> A relevant qualification HNC/SVQ related to working with children and young people or equivalent work experience A current full driving licence and access to your own vehicle |

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| | <ul style="list-style-type: none"> • Knowledge of relevant legislation and policies pertaining to children's rights • Knowledge of the care system in Scotland & issues affecting children and young people with experience of care and additional support needs. • Ability to manage your time and workload • Ability to form positive relationships with children and young people • Good collaboration skills to develop and maintain effective partnership working and communication • Excellent interpersonal, communication & problem solving skills • Ability to be flexible & adaptable to changing situations • Experience of promoting & supporting children and young people's participation • Experience of liaising across multi-agency groups |
| 6 | <p>Key Relationships:</p> <p>(a) Senior Internal Stakeholders: Children's Rights Officer Operational manager Finance Department HR Training</p> <p>(b) External Contacts: Moray Council Service Manager</p> <p>Maintain and develop relationships with a range of other relevant external stakeholders.</p> |
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