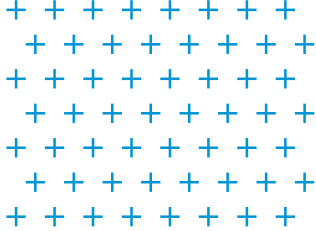


ADVOCACY AND PARTICIPATION WORKER RECRUITMENT PACK

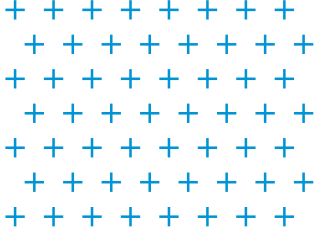
MAY 2023





CONTENTS

SECTION 1	FOREWORD	3
SECTION 2	ABOUT JERSEY CARES	4
SECTION 3	WORKING WITH JERSEY CARES	5
SECTION 4	THE ROLE Purpose of the Post Key Priorities of the Role Communication Working Environment Attitudes and Values Essential Knowledge, Skills & Experience	7 7 8 9 9 9 10
SECTION 5	HOW TO APPLY	11



FOREWORD

Hello, and thank you very much for your interest in the Advocacy and Participation Worker role with Jersey Cares.

At Jersey Cares we believe that everyone needs someone who loves them, somewhere to belong and something to aspire to. We have worked since our inception in 2017 to create a model which drives change in this direction within the care system in Jersey. We have listened carefully to people with lived experience of care and carried out our own action research to understand what it would take here in Jersey for people with experience of care to be heard and the 'system' to be transformed. Our model reflects and builds on this learning. The [Listen Louder](#) report will give you more detail on this.

Jersey Cares is an independent organisation, listening to and amplifying the voices of people with experience of care through 1-1 advocacy, community development and campaigning. We partner closely with organisations who share our aim of love being the guiding principle of the care of children rather than, all too often, its casualty.

During our four years offering advocacy to people with experience of care we have developed strong, authentic, and effective relational practice and have gained the trust of those who often have the least reason to give it. Our network is wide and growing. Our policies and practice are robust and the support and training we provide the team is excellent. The work and reach is developing as we hone niche skills and knowledge in the rights of children in care and become effective at influencing for wider change.

While this work is dynamic, hopeful, and energising, it is not for the faint-hearted! You will be tenacious, driven, brave and reflective. You will have your own driving passion for a deep commitment to this work but will be self-aware enough to ensure that our work is driven by collective experiences and our platform used to amplify these. We welcome applicants with lived experiences of the 'care system'.

You will be able to demonstrate that you can navigate a complex landscape of 'care' alongside individuals with wisdom, kindness and 'stickability'. You will be able to retain hope, especially when there are setbacks, keep calm even when there is chaos and have a child-friendly approach to advocacy.

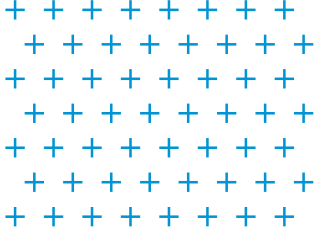
We recognise that the role requires diverse skills, and that few candidates will have all of these. Therefore, if you do not believe you meet all the criteria but do have a driving passion for this work, please do still call us for an informal conversation and/or use the application form to demonstrate your ability to learn and develop to meet the criteria.

Thank you for your interest in our work and vision.

Carly Glover

Carly Glover
CEO - Jersey Cares





ABOUT JERSEY CARES

At Jersey Cares we believe that everybody needs somebody who loves them, somewhere they belong and something to aspire to.

At Jersey Cares we know that when the State get involved in a child's life, they have already experienced significant trauma. We know too that, too often, this trauma continues in the 'care system' within which they seek, and many times fail to find belonging. The move to 'independence' in their late teens is often a lonely walk into a scary place, with few or no ties to people who care.

Many countries are realising that the solution lies in listening to people who are, and were in care, and acting informed by what you have heard. This turns an intractable problem of service delivery into a community mission of enabling love, belonging and opportunity for those who need it most.

Jersey Cares enables the transformation of care by offering:



ADVOCACY - supporting people with experience of care to be heard;



COMMUNITY - enabling people with experience of care to come together and recreate some of the patterns of family life through activities, meals, trips and, crucially, relationships;



NETWORK - bringing together a wide range of businesses, politicians, charities and engaged individuals to offer practical support, hold the Government to account and to show they care;



INFLUENCING - using what is learnt in advocacy and our relationships with experts across the UK to drive change in public awareness, policy, legislation and 'services'



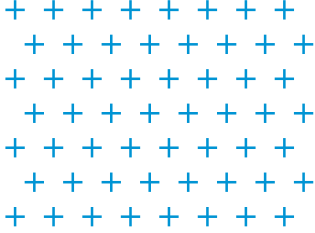
“

I get annoyed when my friends complain about their parents. They don't know how lucky they are just to say 'Mum and Dad'.

“

It takes a village to raise a child.





WORKING WITH JERSEY CARES

We offer:

A warm, supportive and reflective culture where we work to a clear vision

Robust, fully-funded training, including formal qualifications (Level 4 Advocacy) and connections to best practice, all completed within working hours

Flexible working (20% of your hours)

Weekly support and supervision

Fortnightly reflective sessions

Monthly clinical supervision

Monthly peer mentoring

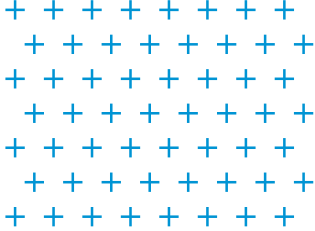
4% pension upon successful completion of probation

Opportunities to learn and develop in areas including policy & legislation, social work practice, community development, participation and strategic development





THE ROLE



THE ROLE

POST TITLE	ADVOCACY AND PARTICIPATION WORKER
Residency	5 years residency required
Salary range	£33,150 - £39,000
Hours of work	30 - 37.5 hours per week
Type of contract	Permanent
Responsible to	Advocacy and Participation Lead
Application deadline	09:00 Tuesday 6th June 2023
Interview dates	12th June 2023

PURPOSE OF THE POST

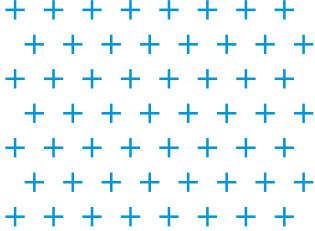
Advocacy and Participation Worker will work directly with children and young people with experience of care in an individual advocacy role. This means we listen to what children and young people say in order to have their voice heard regarding the decisions that are being made about their life.

We also provide and facilitate participation, which brings young people together in groups to identify common issues and seek to have their voice heard in order to affect a positive change. They will also design and deliver fun activities.

The post holder will place young people at the heart of everything they do to help them live a positive life now and to reach their full potential in the future.

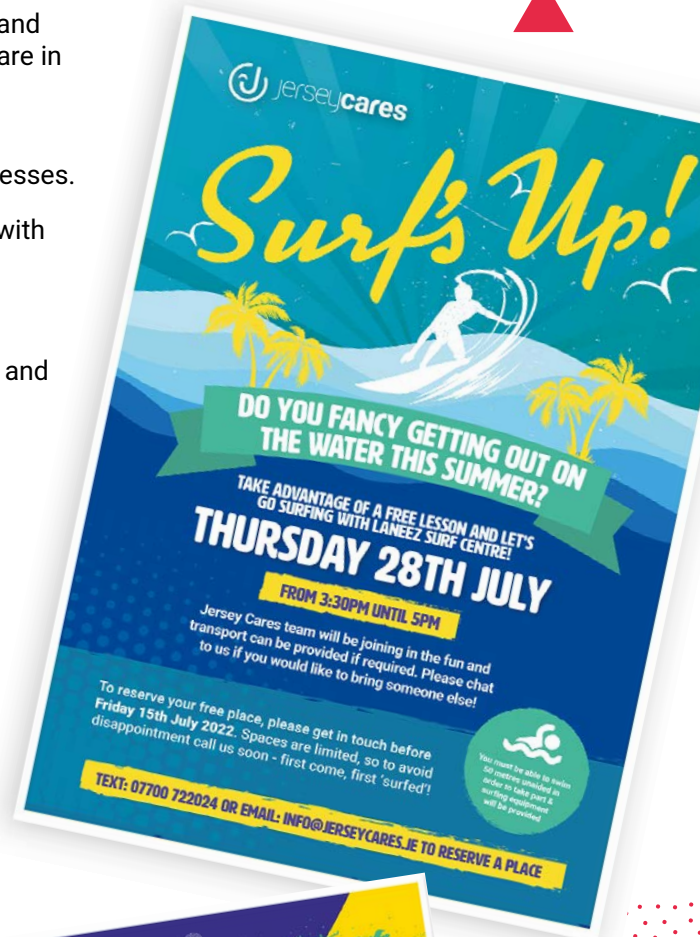
The post holder will be able to demonstrate the essential skills and competencies below and will be enabled to complete a fully-funded professional advocacy qualification.

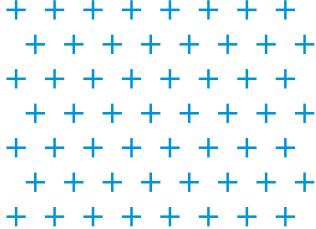




MAIN DUTIES AND RESPONSIBILITIES

- To provide high quality independent advocacy, children's rights and participation opportunities for children and young people, who are in care or subject to formal processes and structures.
- Assist children and young people in preparation for, and attend alongside them at their review meetings and other formal processes.
- To provide advocacy and opportunities for influence for adults with experience of care.
- Facilitate group-work.
- Managing end-to-end projects including activities, participation and events.
- Consult care experienced children and young people locally.
- Work alongside people with experience of care to develop projects aligned to their needs, strengths, interests and priorities
- Keep detailed records of work undertaken with young people and undertake monitoring of statistics.
- Provide data for reporting.
- Review relevant policy, legislation and guidance for its impact on people with experience of care, and share this in language which makes sense to children and teenagers.
- Provide children and young people, professionals, parents and carers with information regarding the work of Jersey Cares.
- To work in partnership with other professionals, organisations and the wider community to achieve the best outcomes for children and young people through supporting care experienced people to be heard.
- Adhere to Jersey Cares values, policy and procedures at all times.
- As a small organisation you will carry out other duties to ensure the smooth running of the organisation. These include, but are not limited to supporting with the smooth running of the office, events and developing and uploading website content.





COMMUNICATION

THE POST HOLDER WILL HAVE KEY CONTACTS WITH:

- Children and young people
- The family and carers of children and young people
- Adults with experience of care
- Advocacy and Participation Lead
- Chief Executive
- Children's Social Care
- 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

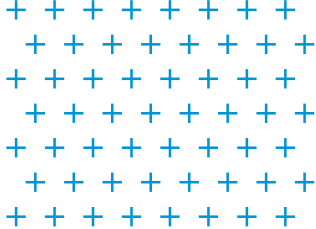
Core hours for this role are 9 - 5pm. However, the post will require flexibility given the remit of the role. Occasional evening and weekend work will be necessary. Some off-island work will be necessary to provide advocacy and, on occasion, to attend training. A full driving licence and access to transport is essential.

ATTITUDES AND VALUES

Commitment to:

- People with experience of care knowing love, belonging and opportunity and to tenaciously working to this vision
- Children and young people with experience of care and creating enabling environments for them to express themselves, be heard and develop
- Reflect on your own practice in order to develop our work
- Children's rights
- Working inclusively
- 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 with hope, particularly when faced with setbacks
- 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 and/or promoting rights.

SKILLS AND COMPETENCIES

- Ability to form positive relationships with children and young people
- Excellent communication and interpersonal skills both oral and written for a range of audiences
- Ability to manage your time and workload effectively to meet deadlines
- Ability to effectively evidence and plan work
- Ability to manage a project end-to-end
- 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
- Comprehensive knowledge of the Microsoft office suite
- Engage proactively with supervision, training and development opportunities to develop skills and knowledge and keep up to date with developments relevant to the role.

KNOWLEDGE:

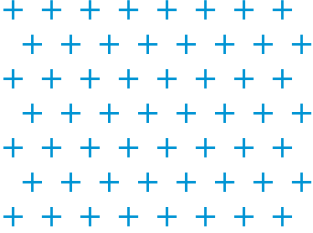
Demonstrable knowledge of:

- The experiences of young people who are looked after away from home
- 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

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
- Adhering to safeguarding and data protection best practice



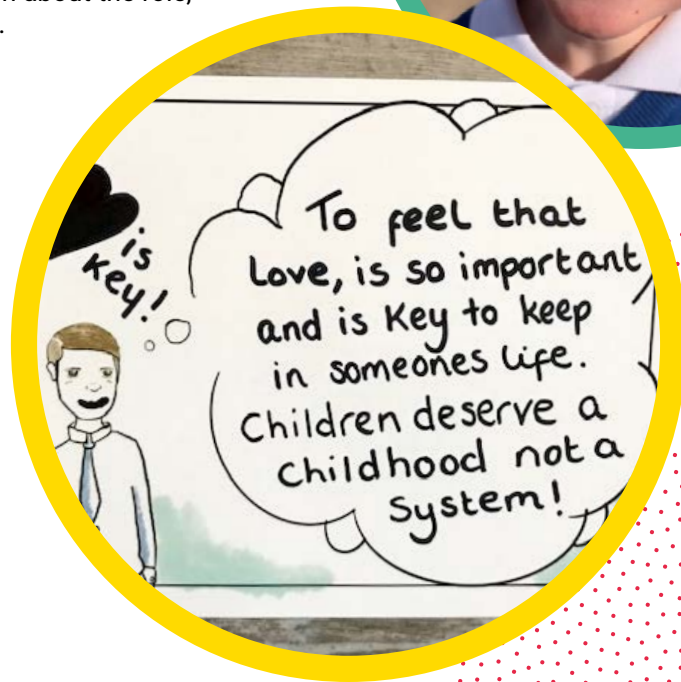


HOW TO APPLY

RECRUITMENT PROCESS

Interested candidates should submit our application form by Tuesday 6th June at 09:00, outlining their interest and suitability, and submit to info@jerseycares.je
Kindly note we do not accept CVs.

If you would like an initial 15 minute discussion about the role, please write to the same email to arrange this.



jerseycares
Love • Belonging • Opportunity