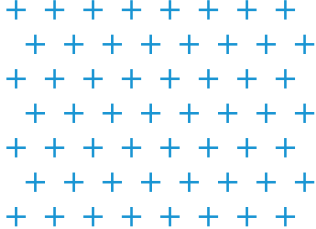


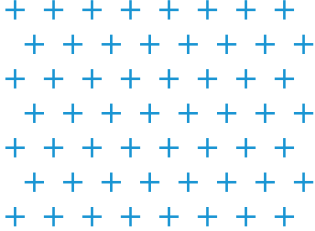
# ADVOCACY AND PARTICIPATION WORKER RECRUITMENT PACK





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# FOREWORD

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

We are looking for someone tenacious, driven, brave and thoughtful. You will share our vision of love belonging and opportunity for people with experience of care. You will have experience of working with children and young people and/or adults at a point of need in their lives. If this is you, and you are concerned you may not meet all the criteria, please do contact us to discuss or attend one of the information sessions detailed at the end of the pack.

We will provide a comprehensive advocacy and participation training programme to include shadowing, mentoring and a fully-funded level 4 advocacy qualification completed in work hours. You will be supported by an in-house team of experts committed to a vision of love, belonging and opportunity, introduced to inspirational leaders and be part of a global movement for transformational change of the care system.

While this work is dynamic, hopeful, and energising, it is not for the faint-hearted! 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 the 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 an accessible and warm approach to advocacy.

There is no escaping that the work is tough and you will also need good self-discipline and self-care. We will support this through insisting you only work your hours and no more, providing monthly 1-1s, a supportive team environment and 6-8 resilience coaching sessions per year.

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.

We are 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.

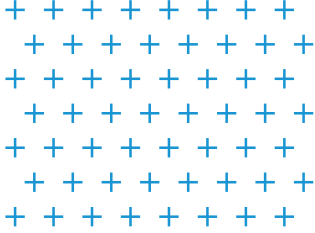
During our five years offering advocacy to people with experience of care we have developed strong, authentic, and effective relational practice and have gained the trust of those who often have the least reason to give it. Our network is wide and growing. Our policies and practice are robust and the 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.

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'



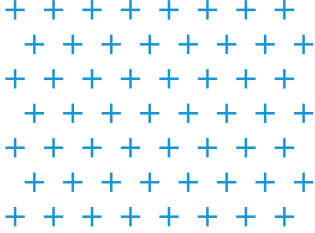
“

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 culture of working to a vision as part of a growing movement to transform the 'care system'**

**Robust training provided by experts in advocacy and participation, access to fascinating learning sessions from peers and a fully-funded level 4 City and Guilds 'Advocacy qualification'**

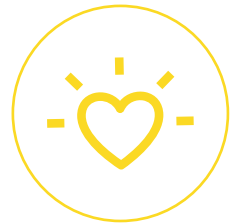
**Regular 1-1s and team reflective sessions and a culture of professional curiosity and development**

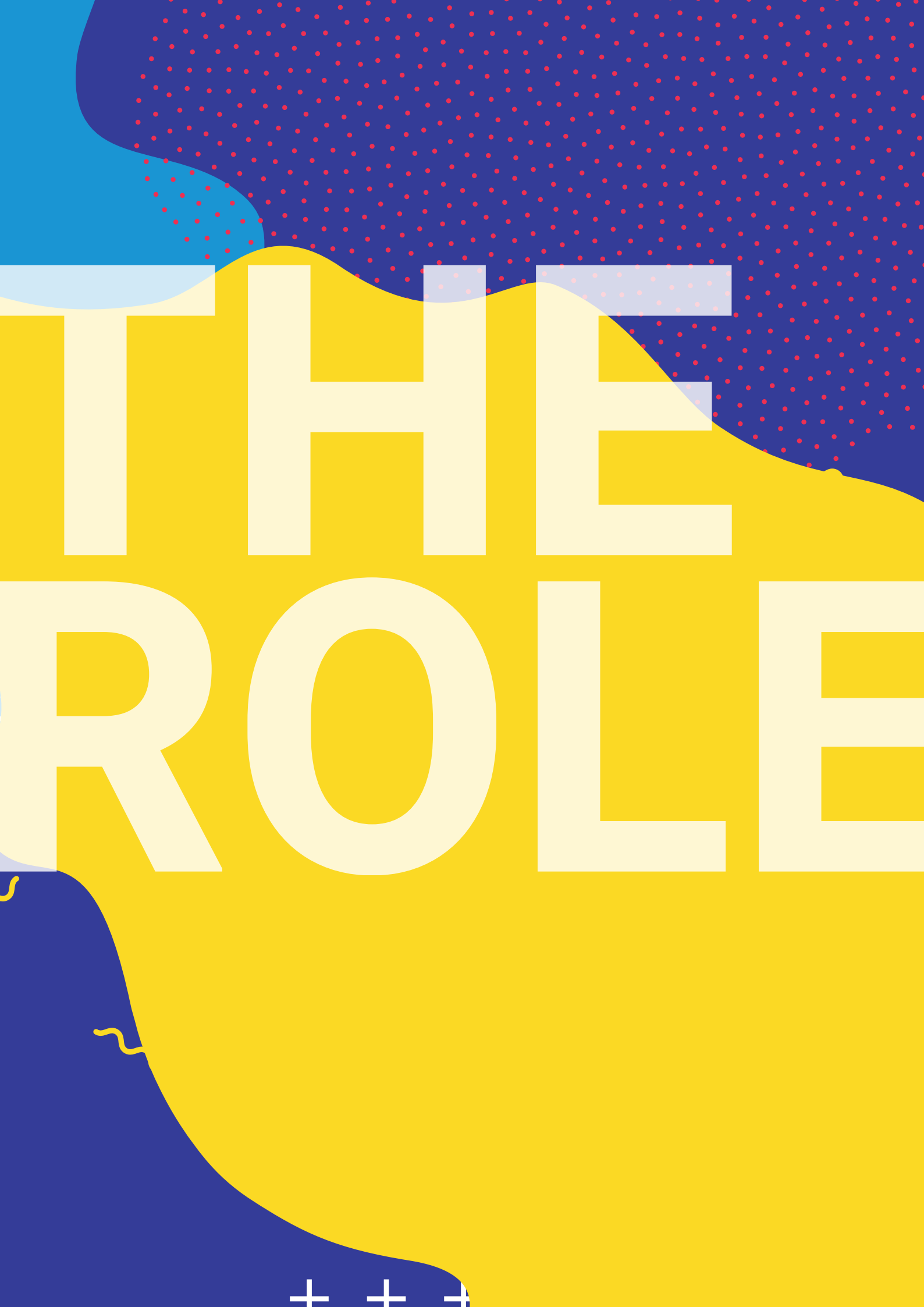
**Monthly restorative resilience coaching**

**Flexible working (20% of your hours)**

**4% pension on successful completion of probation**

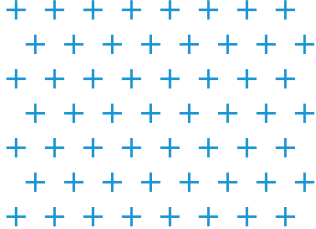
**Learning opportunities in policy; social care; community development; co-production; campaigning and influencing**





# THE ROLE

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# THE ROLE

POST TITLE	ADVOCACY AND PARTICIPATION WORKER
Salary range	£39,000 - £45,000 (dependent upon experience)
Hours of work	30 - 37.5 hours per week
Residency	5 years residency not required
Type of contract	Permanent
Responsible to	Chief Operating Officer

## PURPOSE OF THE POST

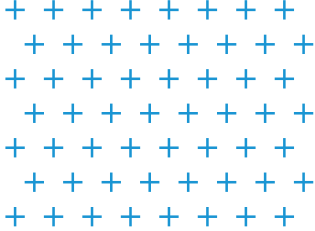
The Advocacy and Participation Worker will work alongside people with experience of care. We work with people of all ages. You will provide individual advocacy. This means we listen to what people say in order to have their voice heard regarding the decisions that are being made about their life. We ensure that people, and the professionals around them, are aware of their rights. We do this as a team and you will be supported to gain this knowledge.

Jersey Cares also offers participation and influencing. This involves finding creative ways to understand aspects of people's experiences and working alongside them to share these collective experiences to drive transformation in how 'care' is understood and offered. This may be group work, online activities or 1-1 work, depending on what people are comfortable with. Full training and mentoring by sector experts will be provided for this element of the work.

Another strand of the work of Jersey Cares is 'community'. This means doing things which help people feel part of a community and enabling the community to support people with experience of care. In this role, you will be asked to support and plan for some of these activities which have included off-island trips, dinners and surf sessions. You will also contribute to ensuring special events like Christmas, birthdays, Easter and special moments are marked. In doing so, you will develop skills in co-production and project planning. Within our networks, are sector experts to develop your skills in these areas.

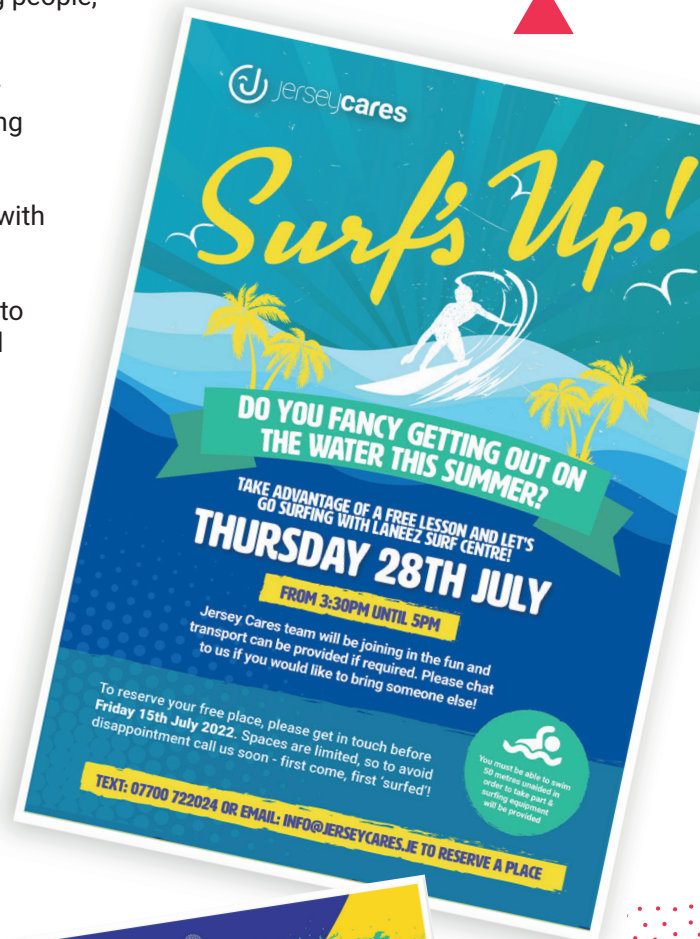




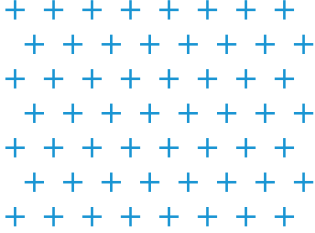


## MAIN DUTIES AND RESPONSIBILITIES

- To provide high quality independent advocacy, children's rights, participation opportunities and activities for children and young people, who have an experience of care
- Assist children and young people in preparation for their review meetings, other formal processes and any other decision-making forums or communications
- To provide advocacy and opportunities for influence for adults with experience of care
- Work alongside people with experience of care and colleagues to develop projects aligned to their needs, strengths, interests and priorities
- Keep detailed records of work undertaken with young people
- Work with the team to understand the 'story behind our data' so that it can be used to inform the 'system' and the wider community on what works well and what need to change, and why
- Provide data for reporting
- Work with the team and other professionals to understand children's and human rights and share these in accessible language
- Provide people with experience of care, professionals, parents and carers with information about the work of Jersey Cares
- To work alongside with other professionals, organisations and the wider community
- 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 and events







## COMMUNICATION

### THE POST HOLDER WILL HAVE KEY CONTACTS WITH:

- People with experience of care
- The family and carers of children and young people
- Jersey Cares team
- Children's Social Care
- Other voluntary and statutory organisations
- Wider society

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

## WORKING ENVIRONMENT

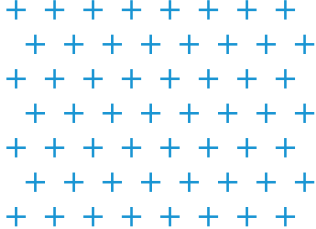
This post will require some flexibility given the nature of the role. Occasional evening, weekend work and some travel off-island to provide advocacy and for training. Flexibility will be offered by the employer in return.

## ATTITUDES AND VALUES

Commitment to:

- People with experience of care knowing love, belonging and opportunity and tenaciously working to this vision
- Creating enabling environments for people with experience of care to express themselves, be heard and develop
- Reflect on your own practice and the vision of the work
- Children's and human 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 people can make transformative change happen in their lives and that 'systems' can change
- Working with hope, particularly when faced with setbacks
- Working in partnership with people with experience of care
- 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 or promoting rights (including legal experience) or community development.

OR an ability to show professional, voluntary or lived experience which has provided equivalent knowledge.

### KNOWLEDGE:

Demonstrable knowledge of:

- Safeguarding
- The experiences of young people who are looked after away from home
- The care system in Jersey

Demonstrable knowledge of:

- Children's rights
- Advocacy and its principles
- Participation and its principles

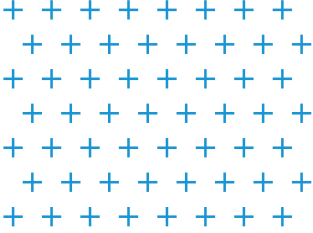
### SKILLS AND COMPETENCIES

- Ability to form positive relationships with children, young people and adults
- Empathy without sympathy and an ability to approach difficult matters calmly and compassionately and to promote trust
- Strong 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 work collaboratively and thoughtfully as part of a small team and on own initiative
- Ability to recognise and ask for support when needed, including recognising when things have gone wrong
- Good working knowledge of Word and Outlook and an ability to develop further IT competencies according to operational needs
- Engage proactively with 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 people, both individually and in groups
- Working with a range of organisations within the voluntary or statutory sector
- Speaking out for people's rights
- Keeping accurate and thoughtful records of your practice
- Adhering to safeguarding and data protection best practice



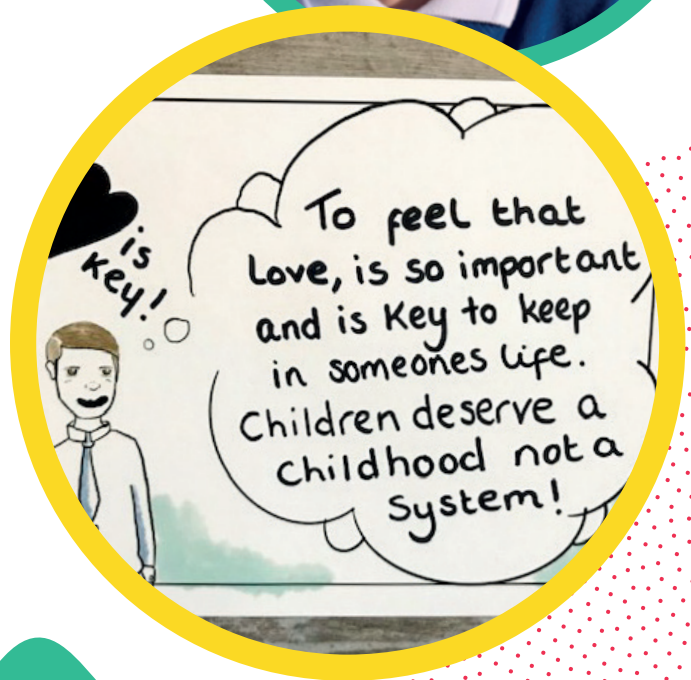


# HOW TO APPLY

## RECRUITMENT PROCESS

Interested candidates should submit our application form in full to [info@jerseycares.je](mailto:info@jerseycares.je)

Kindly note we do not accept CVs.



jerseycares  
Love • Belonging • Opportunity