

JOB DESCRIPTION

JOB TITLE: Participation Worker – Mid and West Wales

OFFICE LOCATION: To be agreed. Home working considered.

LINE MANAGER: Team Manager

SUPERVISORY RESPONSIBILITIES: None

PRINCIPAL JOB PURPOSE:

To facilitate Powys' Junior Local Safeguarding Children's Board (Eat Carrots be Safe from Elephants). To support Powys young people to help in the process of keeping young people safe. To support young people to have their say in relation to safeguarding activity across the county.

To facilitate the Regional Junior Safeguarding Children's Board (CADW) which covers the counties of Carmarthenshire, Ceredigion, Pembrokeshire and Powys. To support CADW members to identify regional safeguarding issues and challenges and to contribute to safeguarding activity across the area.

To facilitate the production of the Powys LAC newsletter. To enable children and young people to have a voice through this quarterly newsletter which is sent to all LAC young people.

To help young people to gain confidence and self-esteem and to have fun.

To raise awareness of the Independent Advocacy Service for children in Mid and West Wales.

To promote opportunities to enable young people to make a positive contribution to service planning and development (relating to safeguarding activity), and to improving outcomes for young people.

DUTIES & RESPONSIBILITIES

1. To ensure the voice of young people in Powys is heard and listened to, by the Local Operational Group, with regard to safeguarding activity.
2. To ensure the voice of young people across the Mid and West region, is heard and listened to by CYSUR, with regard to safeguarding activity.
3. To represent the views of Powys young people within a variety of meetings, with regard to child protection processes and safeguarding activity undertaken locally.

4. To facilitate consultation with the junior boards, both locally and regionally, in relation to strategic planning activities such as the Children and Young People's Plan, CYSUR strategic Aims and Objectives and Welsh Government initiatives of interest to the group(s).
5. To work together with other Junior Safeguarding Children's Boards in the region.
6. To support both junior boards to establish their own identity and explore ways of communicating their ideas to other young people, e.g. via website, social media, newsletters.
7. To promote awareness of children's rights to young people and partner agencies.
8. Evidence and document how children are listened to and how their views are taken forward.
9. To support eligible children and young people to access advocacy.
10. To ensure that the potential of new technologies is fully exploited to maximise the effective consultation and involvement of all children and young people.
11. To support children and young people to become Young Inspectors.
12. Evaluate information collated from young people with a view to influencing services.

Such other duties and responsibilities as may reasonably be required by the Organisation and which are consistent with grade.

WORKING CONDITIONS

10 hrs per week.

Some work outside of office hours is necessary requiring a flexible approach to the working week. Occasional weekend work may be required and on occasion staying away from home overnight to attend training/conferences/events or similar.

Travel to various locations requiring a full driving licence and access to transport

Core competencies (Applicable to all staff) alongside specific National Occupational Standards	
Communicating Effectively:	Expresses information and ideas in a clear, concise and accurate manner; listens actively and ensures information is shared
Respecting Individual and Cultural Differences:	Demonstrates the ability to work constructively with people of all cultures gender and backgrounds
Showing Team Spirit:	Develops effective relationships with colleagues and team members within and across the organisation
Managing Yourself:	Manages own behaviour in a self-reflective manner and seeks opportunities for continuous learning and professional growth
Producing Results:	Produces quality results in a service-oriented and timely manner and is committed to deliver agreed outcomes
Embracing Change:	Is open to new approaches and ideas, responds positively to change and adapts quickly to new situations

Competencies and National Occupational Standards specific to this post	
<p>Making sure that children and young people can exercise their rights and participate in decisions that affect their lives. It includes the need to make services accessible and inclusive for all children and young people.</p>	
<p>1. Performance</p> <p>a) Ensure that children, young people and their families can access services</p>	<ul style="list-style-type: none"> • Work and communicate effectively with children and young people to identify and reduce barriers that can prevent them from accessing services and support. • Challenge practice, procedures or policies that can exclude individuals or groups of children and young people. • Provide any support that children and young people need to participate in decisions that affect their lives.
<p>b) Promote children and young people's rights</p>	<ul style="list-style-type: none"> • Provide children and young people with accessible and appropriate information about their rights. • Ensure that children and young people have any support they need to

	<p>exercise their rights.</p> <ul style="list-style-type: none"> • Take opportunities to help others to understand the importance of children and young people's rights.
<p>c) Promote equality and value diversity</p>	<ul style="list-style-type: none"> • Show, by treating children, young people and their families with respect and consideration, that you value them as individuals. • Act in ways that promote equality for all children, young people and families who use our services. • Seek feedback from children, young people and their families about their experience of your practice and your organisation's culture.
<p>2. Knowledge and understanding</p> <p>Ensure that children, young people and their families can access services</p>	<ul style="list-style-type: none"> • How to identify barriers to participation and inclusion and ways to overcome them. • The issues involved in promoting children and young people's rights, inclusion and participation and how to approach and resolve conflicts. • Ways to promote the understanding and valuing of diversity.

National Occupational Standards:

[Promote inclusion, equality, participation and the rights of children and young people](#)

[National Participation Standards for Wales](#)

PERSON SPECIFICATION

(Specific to this role)

When completing your application form, please ensure you include evidence of how you meet all the essential criteria/requirements outlined. If you meet any of the desirable requirements, please also include evidence of this. Before completing the application form, you should ensure you read:-
**'Guidelines for completing the application form'*

**'Guidance on writing competency statements for a job application'*

**'Matching Competencies to National Occupational Standards.'*

REQUIREMENTS:	ESSENTIAL/ DESIRABLE	HOW MEASURED Application Form (A) Interview (I) Documentation (D) Test (T)
<p>COMPETENCIES</p> <p>In line with the National Occupational Standards (NOS) the post-holder will need to evidence skills, knowledge and understanding in their Competency Statements around:</p> <p><u>Performance – see Appendix 1</u></p> <ul style="list-style-type: none"> • Ensure that children, young people and their families can access services • Promote children and young people's rights • Promote equality and value diversity <p><u>Knowledge and understanding – see Appendix 1</u></p> <ul style="list-style-type: none"> • Ensure that children, young people and their families can access services 	 E E E	 A A A A A A
<p>QUALIFICATIONS</p> <p>A professional qualification is required in social work, youth and community work or related discipline such as Health and Education.</p>	 D	 A – D
<p>EXPERIENCE</p> <p>Minimum of twelve months experience working with children</p>	 E	 A
<p>OTHER</p> <p>The ability to speak Welsh</p> <p>Full driving licence</p>	 D E	 A – I A – I
<p>SPECIALIST TRAINING REQUIRED FOR THIS POST</p> <p>None</p>		

Making sure that children and young people can exercise their rights and participate in decisions that affect their lives. It includes the need to make services accessible and inclusive for all children and young people.

<p>When completing your Application Form you should evidence as many elements as possible of the skills, knowledge and understanding indicated in the right hand column.</p>	
<p>Matching Competencies to National Occupational Standards. Participation Worker</p>	
Performance	We are looking for examples of –
<p>a) Ensure that children, young people and their families can access services</p>	<ul style="list-style-type: none"> • How you have worked and communicated effectively with children and young people to identify and reduce barriers that can prevent them from accessing services and support. • How you have challenged practice, procedures or policies that can exclude individuals or groups of children and young people. • How you have provided any support that children and young people need to participate in decisions that affect their lives
<p>b) Promote children and young people's rights</p>	<ul style="list-style-type: none"> • How you have provided children and young people with accessible and appropriate information about their rights. • How you have ensured that children and young people have any support they need to exercise their rights. • How you have taken opportunities to help others to understand the importance of children and young people's rights
<p>c) Promote equality and value diversity</p>	<ul style="list-style-type: none"> • How you have shown, by treating children, young people and their families with respect and consideration, that you value them as individuals. • How you have acted in ways that promote equality for all children, young people and families who use your services. • How you have sought feedback from children, young people and their families about their experience of your practice and your organisation's culture
Knowledge and understanding	We are looking for examples of –
<p>Ensure that children, young people and their families can access services</p>	<ul style="list-style-type: none"> • What you know and understand about how to identify barriers to participation and inclusion and ways to overcome them • What you know and understand about the issues involved in promoting children and young people's rights, inclusion and participation and how to approach and resolve conflicts • What you know and understand about ways to promote the understanding and valuing of diversity

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