

## Project Lead – Dignity in School

### JOB DESCRIPTION

The Dignity in School Project Lead will play a pivotal role in the delivery of our three-year Dignity in School project. The successful candidate will be responsible for the planning, delivery and evaluation of the project that includes school-based work as well as a specific focus on our adult stakeholders. They will work closely with the Programme Manager (UNCRC Implementation/Education) who leads on the strategic direction of the project.

We are seeking to recruit a highly motivated individual to lead on the next phase of our Dignity in School project. The successful candidate should have experience of working with primary-aged children and education professionals. The post holder should also have a track record of developing and delivering training to professionals and producing learning resources for use in schools.

Once in place, and following induction, the postholder will be able to quickly and effectively take up their role and make a positive contribution to the organisation.

<b>Hours:</b>	Full time – 35 hours per week
<b>Salary:</b>	£30,815
<b>Location:</b>	This is a Scotland wide post with an administrative/office base at the Children's Parliament HQ in Edinburgh. Regular attendance at HQ is required. Additionally, regular travel will be required to the settings for the Dignity in School project which in year 1 will be Dundee and Clackmannanshire.
<b>Duration:</b>	This is a permanent post. Dignity in School project funding is for three years.
<b>Reports to:</b>	Programme Manager UNCRC Implementation/Education
<b>Direct Reports:</b>	2 x Full Time Dignity in School Project Workers 1 x Full Time Dignity in School Capacity Building Project Worker

## OVERVIEW OF ROLE

Moving on from our 25th birthday celebrations and our Year of Childhood last year we are now focusing all our energy on impending UNCRC incorporation, something that Children's Parliament has been supporting and working towards for many years.

Children's Parliament has a critical role to play to support the realisation of children's human rights. With our 26 years of experience and our growing, dynamic and passionate team we aim to demonstrate children's rights in action, build the capacity of others to deliver children's rights, and support children to influence policy, practice and legislation.

The post sits within our flagship Dignity in School Education project. We have spent the last school year working in two schools, Stoneywood School (Aberdeen) and St. John's RC Primary School (Edinburgh), building a picture of what children's rights-based practice looks like in school. At the heart of the project, we have developed the Dignity in School Hub which is a digital space supporting primary schools and early learning settings to become the hub of human rights practice they can aspire to be. You can find the Hub here: <https://dignityinschool.childreparliament.org.uk/> The intention is to grow the Dignity in School Hub and the adult/professional learning offer we make alongside it. We are developing a Moodle/Learning Management System which can host learning materials.

With the success of year one of our project, and with UNCRC incorporation getting closer, we have worked with our funder Gordon Cook Foundation to grow the Dignity in School project over the next three years as one of the priority areas in our strategic plan 2022-25. As part of this more extensive project, we will be working with two partner Local Authorities each year to expand the impact of the project in their localities and also nationally, all with the intent to support the adoption of rights-based practice across early learning and primary schools and partner agencies working in and around the school community. In the coming school year, we will work with clusters of schools in Dundee and Clackmannanshire.

**We will work in targeted local authorities** to build confidence in developing a rights-based approach and build a network of education professionals committed to rights-based practice that are willing to share their learning. In each year of the project, we will work in two local authorities. In each local authority there will be a *Spotlight School* where the bulk of the project is delivered and a cluster of schools in their locality where we extend our reach. We will have a team of two Dignity in School Project Workers delivering this element of the project.

**We will provide a national offer** through an expansion of the Dignity in School Hub. The Hub, as a national resource, will grow in reach and influence and a new online training platform will be built and populated with child-led content for adults working in and around schools.

The work of this project will also extend beyond the bounds of the school to support the education sector and children's services more broadly through capacity building work. A Dignity in School Capacity Building Worker will be part of the team.

## KEY AREAS OF RESPONSIBILITY

- Lead responsibility for the development and promotion of an interactive approach to support school communities and in particular teachers to realise rights-based environment in their classroom.
- To line manage the Dignity in School project staff team comprising of 3 full time project workers.
- To develop a working knowledge of Children's Parliament's broad portfolio of work with a particular emphasis on work in the field of education.
- Through national networks seek out and amplify good human rights-based education practice.
- Create a professional advisory group to share and test ideas.
- Develop and maintain a system of recording and report on challenges around implementation of a rights-based approach as identified by:
  - Children
  - Classroom teachers and other school staff
  - Children's Parliament and third sector colleagues
  - Public bodies and professional bodies
- To ensure effective monitoring and evaluation systems are in place, managed and used for reflection and reporting to meet the reporting requirements of the funder - in line with Children's Parliament's monitoring and evaluation framework.
- Liaise with artists/animators and other creative individuals in the production of materials and resources.
- Produce an end of project report with an analysis of the key challenges and the activity that provoked positive changes in understanding and practice.
- Liaise with colleagues in Scottish Government, Education Scotland, EIS and the GTC as appropriate.
- Oversee the administrative and logistical organisation of the project including consent, materials, transport, and liaison with schools, families, and partner organisations.
- To deliver project activities within agreed time frames and budget.
- Work as part of the Children's Parliament team and ensure a close liaison with Co-Directors, Head of Programmes, and Programme Managers, keeping them abreast of delivery, developments and challenges - shaping opportunities to inform capacity building and culture change activities e.g., growing the Unfeartie movement.

The above list of duties is not exhaustive.

## PERSON SPECIFICATION

<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Educated to degree level in a relevant field, or equivalent experience.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Project management.</li> <li>• Experience of rights-based practice in a formal education setting</li> <li>• Experience of work with early years and/or primary school age children.</li> <li>• Working alongside children as equals, respecting their rights and views, and encouraging their meaningful participation</li> <li>• Working alongside a range of professional colleagues, raising awareness of children’s human rights, influencing practice.</li> <li>• Facilitating adult/continuing professional learning</li> <li>• Managing a team.</li> <li>• Building relationships and representing an organisation in day-to-day, community and professional relationships</li> <li>• Developing and delivering systems for recording and analysing data</li> <li>• Report writing and resource creation and promotion</li> <li>• Developing monitoring and evaluation approaches to evidence impact</li> <li>• Experience in using social media in a professional context.</li> </ul>
<b>Knowledge + Understanding</b>	<ul style="list-style-type: none"> <li>• The United Nations Convention on the Rights of the Child, its potential and impact in formal education settings.</li> <li>• The range of public authorities with duties under new legislation regarding the UNCRC. Education and human rights policy and legislative frameworks in Scotland.</li> </ul>
<b>Skills + Abilities</b>	<ul style="list-style-type: none"> <li>• Project management including excellent time, people and organisational skills.</li> <li>• Facilitating groups of children and adults.</li> <li>• Confidence to work on one’s own in a professional setting</li> <li>• Ability to collaborate with others as well as working independently.</li> <li>• Effective management of monitoring and evaluation systems.</li> <li>• Imagination and creativity when developing creative approaches to work with children.</li> <li>• Collating and analysing creative outputs in a range of media.</li> <li>• Ability to present information/teaching and support materials that excite, encourage and support practice</li> <li>• Clear and confident communicator, both written and verbal, with experience of report writing, resource development and experience of engaging with a range of professionals.</li> <li>• Ability to identify and respond quickly to new opportunities.</li> <li>• Flexibility</li> <li>• Ability to prioritise and complete tasks in a timely fashion.</li> <li>• Effective use of IT.</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Passionate about children’s human rights.</li> <li>• Work within the values of Children’s Parliament.</li> <li>• Full driving licence (desirable)</li> </ul>

## **SUMMARY TERMS AND CONDITIONS OF EMPLOYMENT**

Working week:	35 hours per week. Occasional irregular hours or overnight stays may be required.
Annual leave:	30 days + 10 days public holiday. Because of the nature of the work, leave is taken during school holidays. Depending on the project commitments, it may be taken at other times in agreement with the line manager.
Place of work:	Formally the post is located at the Children's Parliament HQ at Summerhall, Summerhall Place, Edinburgh. Regular attendance at Children's Parliament HQ is required. The post holder is likely to be in Dignity in School locations for at least 50% of the working week. When appropriate, and based on the needs of the project, home working can be accommodated.
Travel requirements:	Regular travel to project locations (year 1 will be Dundee and Clackmannanshire) with occasional overnights required.
Pension:	A contributory pension scheme is in place.
Probation period:	3 months.
Sick pay:	2 months full pay and 1 month half pay within any 12-month period.

Children's Parliament seeks to maintain a generous approach to our work and puts kindness, trust, empathy and respect at the heart of our work, internally and externally.

Children's Parliament is an equal opportunities employer. All applicants are treated equally and fairly throughout the recruitment and selection process.

## **ABOUT CHILDREN'S PARLIAMENT**

Children's Parliament is Scotland's Centre of Excellence for children's human rights. Our dream is that children grow up in a world of love, happiness and understanding. Our mission is to inspire greater awareness and understanding of the power of children's human rights and to support implementation of the United Nations Convention on the Rights of the Child (UNCRC) across Scotland.

We work across the domains of home, school and community. Our purpose is to promote understanding of, and commitment to, implementation of the rights of the child. We do this by helping children and adults to learn that rights-based relationships are built on the core idea of human dignity alongside empathy, kindness and trust.

We emphasise that the needs and rights of children are distinct from young people or adults, and we remind every individual citizen and public body that children's rights are human rights.

Children's Parliament is part of a wider network of organisations providing for the fulfilment of children's human rights. We aim to seek, build and maintain relevant partnerships in order to achieve our shared goal of improving outcomes for Scotland's children.

We have the following five priorities:

**Demonstrate:** We will work with partners locally and nationally to demonstrate a children’s human rights approach in practice

**Influence:** We will work with children and partners to influence national legislation, policy and practice, to systematically implement the UNCRC

**Build Capacity:** We will work with individuals, organisations and public bodies to build their capacity to deliver children’s rights

**Grow the Movement:** We will help drive cultural change across civil society to create a nation that values children and delivers their human rights

**Strengthen our organisation:** We will continuously improve our systems and processes to deliver our goals

We will deliver our goals in a manner which embodies our organisational values, which are:

- **Unfeart** – because we speak truth to power and we are prepared to be different.
- **Creative** – because we will find the path we need to make rights real.
- **Kind** – because it allows us to connect and understand the world through others’ experiences.
- **Fair** – because we recognise that equity requires each child to have what they need and that this will be different for every child.

For more information about Children’s Parliament: [www.childrensparliament.org.uk](http://www.childrensparliament.org.uk)

June 2022

