

Project Worker: UNCRC Implementation/Capacity Building (two posts)



JOB DESCRIPTION

We are seeking to recruit two enthusiastic, creative, and dynamic Project Workers who love working with children and adults.

The Project Workers will be responsible for the development, delivery and reporting on a range of projects which fall within the Capacity Building strand of Children's Parliament's work. This strand of work is rooted in our practice with children and focuses on raising awareness, instilling confidence and building the capacity of adults and organisations to deliver children's human rights.

The post holders will be able to take up their role quickly and effectively and make an immediate contribution to the organisation.

Passionate about children, excellent communicators and highly organised, the post holders will contribute to our work to support the implementation of the United Nations Convention on the Rights of the Child (UNCRC) and deliver human rights for children.

Hours: 35 hours per week

Salary: £26,498

Location: While location is flexible, each of the appointees will work in a programme we are committed to.

- **Post 1:** Between August 2021 and March 2022 this worker will be facilitating work in **East Lothian**, minimum 2 days per week, with occasional support for their colleague in Clackmannanshire.
- **Post 2:** Between August 2021 and March 2022 this worker will be facilitating work in **Clackmannanshire**, minimum 2 days per week, with occasional support for their colleague in East Lothian.

Children's Parliament administrative/office base is in Edinburgh. All staff are currently home-working.

Duration: 12 months from date of commencement. There may be the opportunity to extend this contract, depending on new commissions.

Reports to: Programme Manager: UNCRC Implementation/Capacity Building

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.

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OVERVIEW OF ROLE

2021 is an important year for Children's Parliament as we celebrate our 25th birthday and the Year of Childhood. It is also the year that has seen Scottish Parliament incorporate the UNCRC into Scots Law, something that Children's Parliament has been supporting and working towards for many years.

A key strand of our work in the coming years concerns support for UNCRC implementation across public authorities who now have duties due to children's rights being enshrined in law. While our team works flexibly and across areas, the Project Workers (UNCRC Implementation/Capacity Building) will focus primarily on how we support learning and drive rights-based practice in those bodies that have legal responsibilities. This will include developing and delivering Career-Long Professional Learning (CLPL) and Continuing Professional Development (CPD) opportunities for the workforce.

Some of the role and responsibility of the Project Workers (UNCRC Implementation/Capacity Building) is defined by a commitment to a new programme – **Children's Parliament Investigates How Professionals Make Rights Real**. While there is capacity to create other new work that sits within this strand of Children's Parliament's work, this programme will account for 60% of the Project Workers' time between August 2021 and March 2022 (see appendix for more).

KEY AREAS OF RESPONSIBILITY

Children's Parliament Investigates programme (see appendix):

- To facilitate the *Children's Parliament Investigates* programme with one of our partner local authorities; also supporting their colleague in the second location. This will include face-to-face work with children, professional colleagues and in the wider school community.
- To ensure learning from the programme is recorded and disseminated, to maximise impact, engaging with key decision-makers and influencers.

General areas of responsibility:

- To support the delivery of a strategic portfolio of work, rooted in practice with children, to provide advice, guidance, CLPL/CPD for adults working across public authorities to support implementation of the UNCRC.
- To develop positive and effective relationships with children, colleagues and partners in all aspects of their practice.
- To record, analyse and report on data and materials which have been gained through creative processes with children (written, artwork and spoken).
- To undertake the administrative and logistical organisation of projects including consent, materials, transport, and liaison with schools, families and partner organisations
- To work with their team to ensure effective monitoring and evaluation systems are in place and used for reflection and reporting.
- To ensure a close liaison with their Programme Manager (Implementation/Capacity Building) keeping them abreast of delivery, developments and challenges in their work.
- To contribute to the wider work and goals of the organisation.

The above list of duties is not exhaustive.

PERSON SPECIFICATION

Qualifications	<ul style="list-style-type: none"> • Educated to degree level in a relevant field, or equivalent experience.
Experience	<ul style="list-style-type: none"> • Experience in rights-based practice • Experience of work with early years and/or primary school age children • Working alongside children as equals, respecting their rights and views, and encouraging their meaningful participation • Working alongside a range of professional colleagues, raising awareness of children's human rights, influencing practice • Recording and analysing data and reporting • Monitoring and evaluation approaches to evidence impact • Building relationships and representing the organisation in day-to-day, community and professional relationships • Experience in using social media in a professional context.
Knowledge + Understanding	<ul style="list-style-type: none"> • The United Nations Convention on the Rights of the Child • The range of public authorities with duties under new legislation regarding the UNCRC
Skills + Abilities	<ul style="list-style-type: none"> • Confidence to work on one's own in a professional setting • Imagination and creativity when developing approaches to work with children • Facilitating work with groups of children • Delivering training/workshops with adults • Clear and confident communicator, both written and verbal, with experience of engaging with a range of professionals • Flexibility and an ability to produce work at short notice • Ability to prioritise and complete tasks in a timely fashion • Excellent time and organisational skills • Effective use of IT
Other	<ul style="list-style-type: none"> • Passionate about children's human rights • Work within the values of Children's Parliament • Full driving licence

SUMMARY TERMS AND CONDITIONS OF EMPLOYMENT

Working week:	35 hours per week. Occasional irregular hours or overnight stays may be required.
Duration:	12 months from date of commencement. There may be the opportunity to extend this contract, depending on new commissions.
Annual leave:	30 days + 10 days public holiday per year
Place of work:	Flexible. The Children's Parliament HQ is at Summerhall, Summerhall Place, Edinburgh. While all staff are currently home-working we expect a partial return to the base around the commencement of this post.
Travel requirements:	Travel to project location and occasionally to other Children's Parliament programme locations.
Pension:	A contributory pension scheme is in place.
Probation period:	3 months
Sick pay:	1 month full pay and 1 month half pay within any 12-month period.

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 four goals:

1. **Drive place-based change:** We will work with partners in communities to demonstrate a children's human rights approach, supporting partners to effect sustainable change through embedding the UNCRC.
2. **Help shape the future of Scotland:** We will support children to influence national legislation, policy and practice.
3. **Grow public awareness:** We will drive cultural and behavioural change to create a nation that values children and delivers their human rights.
4. **Strengthen our organisation:** We will continue to develop an effective and efficient operating structure in order 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

Appendix: Children's Parliament Investigates How Professionals Make Rights Real

Between August 2021 and March 2022 the post holders will work 60% of their time on a programme funded by a Young Start/Lottery grant: Children's Parliament Investigates How Professionals Make Rights Real.

The investigation stems from the need to consider what the role of the professional practitioner is post-UNCRC implementation, and to produce materials that will build knowledge, confidence and competence in their important role as duty-bearers in the context of *children's human rights as law*. The basic premise is that unless we ensure frontline professionals understand these new roles and responsibilities – and are supported to do so by children as the very beneficiaries of these rights – we will miss an opportunity to maximise the benefits of UNCRC implementation for the realisation of rights and wellbeing of children and young people.

In an *investigation*, children are supported to explore a topic, present findings (a 'call to action') and produce resources (films, games, artwork, training modules) to progress the rights and wellbeing of children. Our focus is on participating children but also ensuring a legacy for others. We have used the approach successfully in several projects (links below).

Each investigation, reflecting the nature of co-production, takes a bespoke approach. This new investigation puts children at the heart of consideration of the role of the individual professional after implementation of the UNCRC. The individual teacher, social worker, health professional, police officer etc. has always been recognised by Members of Children's Parliament (MCPs) as a key ally in the delivery of the experience of rights for children day-to-day whether at school, within service provision or in the community.

The process looks like this:

- We are inviting Clackmannanshire and East Lothian councils to partner us in this programme. Together, we identify 2 partner schools in each Local Authority. In each school we identify one or two classes (P5, P6 or P7) from which we will eventually draw our Investigators.
- All children from the relevant classes take part in workshops to learn about children's rights and implementation of the UNCRC. They identify the key professional adults who should also know about these things. Throughout the process these children and class teacher form the base of peer support and act as a sounding board for Investigators as the programme continues.
- We work with colleagues to identify the 3 MCP Investigators from each school.
- We begin by bringing the 2 teams of 6 and eventually the full group of 12 together, getting to know each other, and working to co-design the detail of the approach to the interviews and workshops for professional participants. Children will use their knowledge and experience to make the adult experience fun and purposeful.
- Children will work in pairs, small sub-groups or as the full Investigation teams to co-facilitate focus groups and interviews with professional colleagues from across sectors in their communities: teachers, social workers, youth and community workers, play/out-of-school-care staff, police officers, nurses, doctors and allied health professionals, sport and leisure sector professionals.
- The process will be recorded, and progress reported 'live' – again with children creating content – through creative outputs, notes and short media clips.

- Working fully within the co-production model a final report will capture the process, the findings of the Investigation and make recommendations for action that professional groupings can take with regard to the role of the individual professional regarding implementation of the rights of the child.
- Building on their learning from the process, the MCP Investigators will then work with CP supporting staff to co-produce a digitally available CPD/CLPL (Continuing Professional Development/Career Long Professional Learning) self-guided training module for professionals that will be available via the Children's Parliament website and GLOW/Education Scotland National Improvement Hub.
- The report and CPD/CLPL module will be showcased by the children at local events (in their own Local Authority) and at a national launch event.

The work on our *CP Investigates* programme will be supported by a Digital Support Worker (currently being advertised) and managed by our Programme Manager (Implementation/ Capacity Building) also currently being advertised.

This work builds on our practice and relationships to date. For example, take a look at our work using a CP Investigates model:

[CP Investigates Bullying - Children's Parliament](#)

[Alcohol-free Childhood - Children's Parliament](#)

[Children's Parliament Investigates Our Health and Wellbeing Curriculum - Children's Parliament](#)

[Climate change for the Climate Assembly - Children's Parliament](#)

And our other work where we have been focused on UNCRC implementation and driving rights-based practice:

[Children as Human Rights Defenders - Children's Parliament](#)

[Imagining Aberdeen - Children's Parliament](#)

[What kind of Edinburgh? - Children's Parliament](#)

