



# Research Associate

Department	Children and Young People's Centre for Justice, Social Work and Social Policy ( <a href="http://www.cycj.org.uk">www.cycj.org.uk</a> and <a href="http://www.strath.ac.uk/humanities/socialworksocialpolicy/">www.strath.ac.uk/humanities/socialworksocialpolicy/</a> )		
Faculty	Faculty of Humanities and Social Sciences ( <a href="http://www.strath.ac.uk/humanities/">www.strath.ac.uk/humanities/</a> )		
Staff Category	Research	Reference No	606755
Reports To	Senior Research Fellow	Grade:	7
Salary Range:	£36,024 - £44,263	Contract Type:	Fixed Term till 30th June 2026
FTE:	1.0	Closing Date	Tuesday, 30 April 2024

## Job Advert

### ***Challenging Justice Inequalities for Children in Conflict with the Law***

The Children & Young People's Centre for Justice and the Schools of Social Work & Social Policy, Law and Education are inviting applications for a Research Associate to work on a Nuffield Foundation-funded project entitled: 'Challenging Justice Inequalities: Co-producing change with children in conflict with the Law'. The project is co-directed by Dr Nina Vaswani, Principal Investigator (CYCJ), Prof. Yvette Taylor (Education), Dr Michelle Donnelly (Law) and Dr Robert Porter (CELCIS).

This is an excellent opportunity for an early career researcher to work on a multi-disciplinary and participatory project that aims to create real world impact. The researcher will be part of a Faculty with thriving teaching and research cultures and will have opportunities to engage with other researchers doing work in relation to children, young people, intersectionality, rights and justice. To be considered for the role, you will be educated to a PhD level in an appropriate discipline, or have a Master's degree and relevant professional experience. You will have experience of coproduction or participatory research with children and young people, and a clear ability to engage with children and young people. You will have an ability to plan and organise your own workload effectively and an ability to work within a team environment. You will have excellent interpersonal and communication skills, with the ability to listen, engage and persuade, and to present complex information in an accessible way to a range of audiences.

Please note that this is a fixed term appointment until 30<sup>th</sup> June 2026 and the successful candidate will be required to be registered in the PVG Scheme. The post will commence in July 2024.

## The Project

Children in conflict with the law experience significant disadvantage, including poverty, exclusion, discrimination, and other adversities, such as loss and trauma. These experiences affect how children participate in or are treated by the justice system. Many minoritised or vulnerable groups are over-represented in justice systems or are actively criminalised. Although children in conflict with the law often face many interrelated disadvantages, there is minimal research in Scotland, or the UK, that takes an intersectional view of childhood, or considers how intersecting inequalities affect experiences of (in)justice.

This project will work collaboratively with children in conflict with the law to enhance understanding of the interaction between poverty and the protected characteristics under the Equality Act 2010 (including: age, disability, gender identity, race, religion, sex, sexual orientation). A diverse group of 10 justice-experienced children will be recruited to form a Young Advisory Group.

We are seeking a Research Associate to work closely with the project team and the Young Advisory Group to facilitate fieldwork and to co-produce an innovative programme of peer-led research, involving a wider group of 50 children in conflict with the law. We are committed to embracing diversity in recruitment process and expect the successful candidate to uphold the project and university values in relation to diversity and inclusion,

While the post is based in CYCJ, the post holder will work closely with the co-investigators who work across different departments at the University of Strathclyde. The successful candidate will have a PhD in a Social Science subject and/or a Master's degree and relevant professional research experience. Knowledge of research relating to children and young people and/or protected characteristics is essential. Experience of researching with marginalised children and young people using co-production or other inclusive and participatory methods is essential. Experience of undertaking academic research, using a variety of methods, writing for publication, and presenting research to a wide range of audiences is also expected.

The successful candidate will be expected to engage in face-to-face fieldwork and work some non-standard hours in the evenings and at weekends to accommodate engagement with children. The successful candidate will also be expected to obtain membership of the Protection of Vulnerable Groups (PVG) scheme and will be subject to all associated background checks.

## Job Description

The researcher will be expected to contribute to all project activities. The appointed person will take key responsibility for data collection, the Young Advisory Group, and the peer research. Working closely with the project team, the successful candidate will also have an important role in analysis, publication, and dissemination of findings. They will have opportunities to get involved in other research activities in the Faculty; training opportunities will be available through the University's central programme for early career researchers.

### Main Activities/Responsibilities:

1.	Play a key role in relation to all aspects of the project, with guidance from senior colleagues as required. This will include conducting the literature review(s); planning and undertaking fieldwork, including recruitment to a Young Advisory Group, supporting peer research, analysis and contributing to reporting, publications, and dissemination.
2.	Take key responsibility for supporting the Young Advisory Group and contribute to the development of engagement and research activities to support the Young Advisory Group to design and deliver peer research with up to 50 children.
3.	Ensure that the research is conducted to the highest ethical standards and comply with all project and university procedures in relation to ethics, safeguarding, and research integrity.
4.	Liaise on an ongoing basis with a range of internal and external stakeholders to ensure the project has maximum visibility and impact and reaches a range of research users, including children and young people.
5.	Contribute to data collection and analysis by using a variety of appropriate techniques, tools, and software, e.g. NVivo.
6.	Contribute to ongoing engagement and knowledge exchange activities related to the project, by writing and presenting findings in a format suitable for a range of audiences, including blogs, website and social media updates, position papers, policy briefings, conference presentations and peer reviewed journal papers.
7.	Assist the project managers in the day-to-day administration and organisation of the project activities, as necessary.
8.	Plan and manage own workload, with guidance from colleagues as required.
9.	Undertake any other appropriate duties related to the project and within the general scope of the role or activities within the Department, Faculty and University.
10.	Engage in continuous professional development.

## Person Specification

### Educational and/or Professional Qualifications

(E=Essential, i.e. a candidate must meet all essential criteria to be considered for selection, D=Desirable)

E1 PhD in a relevant social science discipline, or a Master's degree and relevant professional experience

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## Experience

- E2 Experience of completing literature reviews by synthesising and writing up evidence in a coherent and structured manner.
- E3 Experience of undertaking social science research with children and/or in relation to protected characteristics, using a range of qualitative methods of data collection and analysis.
- E4 Experience of conducting coproduced, inclusive, or participatory research.
- D1 Experience of presenting research findings to a wide range of audiences and through a range of knowledge exchange activities.
- D2 Knowledge or experience of the youth justice sector and issues relating to children in conflict with the law.

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## Job Related Skills and Achievements

- E5 Developing ability to conduct individual research work, to disseminate results and to contribute to research outputs.
- E6 Ability to analyse and interpret research data by using a range of analytical tools and software to generate original findings.
- E7 Proven organisational and personal skills, ideally in the context of similar projects.

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## Personal Attributes

- E8 Excellent interpersonal and communication skills, with the ability to listen, engage and persuade, and to present complex information in an accessible way to a range of audiences.
- E9 Ability to work as part of a multi-disciplinary team as well as independently, by showing initiative when the project needs it.
- E10 Understanding of and respect for participants' confidentiality and empathy for experiences and culture and a commitment to the project goals and values.

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## Other Relevant Factors

- E11 Willingness to work out-of-hours as required (evenings and weekends) and accommodate travel throughout Scotland for fieldwork
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## Application Procedure

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Applicants are required to complete an application form including the name of three referees who will be contacted without further permission, unless you indicate you would prefer otherwise. Applicants should also submit a Curriculum Vitae and a covering letter detailing the knowledge, skills and experience you think make you the right candidate for the job. Applicants should also complete the Equal Opportunities Monitoring Form.

## Other Information

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Further information on the application process and working at Strathclyde can be found on our website (<http://www.strath.ac.uk/hr/workforum>).

Informal enquiries about the post can be directed to Nina Vaswani, Senior Research Fellow ([nina.vaswani@strath.ac.uk](mailto:nina.vaswani@strath.ac.uk)).

### Conditions of Employment

Conditions of employment relating to the Research staff category can be found at: [Conditions of Employment](#).

### Rewards and Benefits

Our staff have access to a wide range of outstanding benefits that include financial rewards, family friendly and wellbeing benefits and career development opportunities, details of which can be found [here](#).

### PVG Check

This position involves regulated work, making it a legislative requirement that the successful candidate becomes a member of the Protection of Vulnerable Groups Scheme. If appointed, employment with the University will not be confirmed, until membership of the Scheme has been received. The successful applicant will be precluded from working with protected groups until that time.

## Probation

Where applicable, the successful applicant will be required to serve a 9 month probationary period.

## Pension

The successful applicant will be eligible to join the Universities' Superannuation Scheme. Further information regarding this scheme is available from [Payroll and Pensions](#).

## Relocation

Where applicable, the University offers a relocation package to support new employees who meet the eligibility criteria. The relocation package is offered as a contribution towards costs incurred, and is designed to be flexible, allowing staff to use the financial support available in the way that will be most helpful to them. Further details are outlined in the Relocation Policy.

## Interviews

Formal interviews for this post will be held on Friday, 10 May 2024.

## Equality and Diversity

The University of Strathclyde is a socially progressive institution that strives to ensure equality of opportunity and celebrates the diversity of its student and staff community. Strathclyde is people-oriented and collaborative, offering a supportive and flexible working culture with a deep commitment to our equality, diversity and inclusion charters, initiatives, groups and networks.

We strongly encourage applications from Black, Asian and minority ethnicity, women, LGBT+, and disabled candidates and candidates from lower socio-economic groups and care-experienced backgrounds.

## University Values

The University's Values capture what we're all about: who we are, what we believe in and what we stand for. [Our Values](#) have been derived from how we act and how we expect to be treated as part of Strathclyde.



# Conditions of Employment

## Research Staff

### 1. GENERAL CONDITIONS

Members of staff are subject to the Charter and Statutes and the Ordinances and Regulations of the University, published in the Calendar, and to any amendments or additions thereto approved by the University Court and, in the case of the Charter and Statutes, the Privy Council. Staff are also expected to familiarise themselves with, and adhere to, general University policies and procedures, as published on University web pages.

The University Court recognises Strathclyde Universities and College Union (SUCU) as the sole body with which it will negotiate and consult on all collective issues concerned with the terms and conditions of employment of Research Staff. Such terms and conditions may be varied by the University Court after negotiation and consultation with SUCU.

Each member of staff is responsible for the proper performance of allocated duties to the person or persons specified in the member of staff's letter of appointment and any accompanying papers.

The University is committed to ensuring that its business is conducted in an open and transparent manner and will take all appropriate steps to address risks of bribery or corruption. Members of staff are required at all times to act honestly and with integrity and to safeguard the resources for which they are responsible. The University has in place a robust Public Interest Disclosure (Whistleblowing) Policy to enable concerns to be brought to its attention. This is available at [www.strath.ac.uk/publicinterestdisclosure](http://www.strath.ac.uk/publicinterestdisclosure). Other relevant policies, e.g. Fraud Prevention and Conflicts of Interests, can also be found on the University's website.

Any member of staff may at any time be exposed to commercially sensitive information, information related to potentially valuable intellectual property or information which may otherwise be of a confidential nature. This information, which could be found anywhere in the University, may be written or disclosed orally, can include information of a commercial or technical nature, and may be owned by the University or by third parties. The University requires all employees to keep any such information confidential in the first instance and not disclose, publish or otherwise disseminate it without prior consent of the University. Such confidentiality obligations are commonplace and in the commercial interests of the University. When in doubt advice should always be sought from Research and Knowledge Exchange Services prior to disclosure.

The University operates probationary periods for new staff, the duration of which will be specified in individual letters of appointment. The normal probation period for posts in this staff category is 9 months for those at grades 6 and 7, and 12 months for grades 8 and above. Further guidance on probationary procedures is published at <http://www.strath.ac.uk/staff/policies/hr/>.

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Further information on the terms and conditions specified in this document and other staffing policies and procedures can also be found at [www.strath.ac.uk/hr](http://www.strath.ac.uk/hr).

### 2. SALARY

Appointments are made at an appropriate salary point on the University's grading structure, with initial placing determined according to qualifications and experience. Increments are paid to staff on the 12 month anniversary of their appointment. Where this is not the first of the month, the increment will be paid on the first of the month directly

after the 12 month anniversary. This allows 1 progression to the next point on the salary scale until the top guaranteed point of the scale is reached.

Salaries are paid directly to staff members nominated bank account, normally on the second last working day of the month.

### 3. HOURS OF WORK

Working time is that required to fulfil the duties of the post. The University Court recognises that research staff carry out these duties in a variety of ways appropriate to the nature of the research activity, but expects regular contact to take place between the research staff employee and the supervisor/granholder (where these positions are occupied by different individuals) during normal working hours on week days. There are exceptions to this pattern which may involve contact at other locations or in the evenings, or at weekends, but these arrangement will be made with the agreement of the member of staff concerned.

Duties may, by arrangement with Head of Department/School/Director, include some teaching associated with the post (up to a maximum of 40 hours per semester) for which no additional payment will be made.

Additional work which does not fall within the scope of that described above may by arrangement attract payment which must be authorised and processed through the payroll.

### 4. HOLIDAYS

Annual leave entitlement is 31 days per year to be taken by agreement with the line manager. For staff members working on a part-time basis, holidays will be calculated on a pro-rata basis.

In addition to annual leave there is an entitlement to eleven public holidays per year which should be taken on days that the University is closed for this purpose. The University presently closes for four additional days over the Christmas and New Year period. **These additional days count against the annual leave entitlement.**

For staff members working on a part-time basis, public holiday entitlement will be calculated on a pro-rata basis.

Annual leave and public holiday entitlements should be taken in the leave year to which they relate. Up to five days leave can be carried forward into the new leave year subject to line management agreement. In exceptional circumstances, Heads of Department/School/Director may approve carry forward of accrued annual leave in excess of five days.

The University's expectation is that staff take all accrued holidays prior to their termination date. If staff have exceeded their entitlement the University will deduct an equivalent number of days pay from final salary payments.

## 5. SICKNESS ABSENCE

During any period of absence through illness or injury provided the appropriate notification and certification procedures have been followed the University will pay a member of staff (having taken account of the aggregate of all periods of absence due to illness during the twelve months immediately preceding the first day of the current absence) as follows:

<b>Period of Continuous Employment at start of absence from work</b>	<b>Full Pay</b>	<b>Half Pay</b>
Less than 1 year	1 month	1 month
1 year but less than 2 years	2 months	2 months
2 years but less than 3 years	4 months	4 months
3 years but less than 5 years	5 months	5 months
5 years or more	6 months	6 months

In order to manage the University's sick pay scheme the University requires to maintain sickness absence records on individual members of staff. When making payments after the expiry of statutory sick pay the University will deduct an amount equivalent to any benefit normally payable by the Department of Work and Pensions. For full details on the general University policy in this area please refer to the Sickness Absence Management Policy at [www.strath.ac.uk/staff/policies/hr](http://www.strath.ac.uk/staff/policies/hr).

## 6. PENSIONS

If you are under age 75 at the date your appointment commences you will automatically become a member of the pension scheme operated by the University — the Universities Superannuation Scheme (USS). You will be admitted to the career revalued benefits scheme called the USS Retirement Income Builder; the contribution rate that currently applies is 6.1% of pensionable salary. A threshold applies to the maximum salary that counts towards the USS Retirement Income Builder. The current threshold from 1 April 2024 is £70,296 per year. Contributions based on salary above the monthly equivalent rate of the threshold are paid to the defined contribution section of the scheme called the USS Investment Builder. Please use the following link to access information, including the USS Member Guide: <https://www.uss.co.uk/for-members/youre-a-new-joiner>. The scheme booklet is called 'Your Guide to the Universities Superannuation Scheme'.

The University operates a salary exchange arrangement, Pensions Plus, for members of the USS. Pensions Plus enables pension contributions to be made in a manner so that both employees and the University can benefit from available National Insurance Contribution savings. You will be automatically included in Pensions Plus, provided it does not adversely affect your take-home pay or your ability to claim certain state benefits. If your earnings fall below the Pension Plus pay protection limit you will be opted out of Pension Plus. This will not affect your membership of the USS.

New members of staff may opt out of USS within three months of taking up appointment and will then be treated as if they had never been a member of the scheme. After three months members of staff who wish to withdraw from USS during their employment will be required to give a minimum of 28 days' notice in writing to the University. Any member of staff who wishes to opt out should contact the Pensions Section, Finance, in the first instance ([pensions@strath.ac.uk](mailto:pensions@strath.ac.uk)). Please note that if you are a member of Pensions Plus and withdraw from USS with less than two years of membership, or cease employment with the University and have less than two years of USS membership, the option of a refund of pension contributions will not be available to you. Instead, USS must provide you with a pension benefit that is payable from your Normal Pension Age. Regardless of whether you participate in Pensions Plus, if you are a member of the pension scheme for two years or more you are not entitled to a refund of pension contributions on leaving the scheme, you will be entitled to a pension benefit.

The University reserves the right to alter or withdraw Pensions Plus as it sees fit or as required to comply with legislative changes. Withdrawal or amendment of Pensions Plus will not affect your membership of USS. If you do not wish to participate in Pensions Plus but wish to remain in

the pension scheme please contact the Pensions Team who will provide you with a non-participation form.

Information regarding pension scheme membership can be found on the Pensions pages of the University's website. Full information regarding USS can be found on the USS website – [www.uss.co.uk](http://www.uss.co.uk)

## 7. PLACE OF WORK AND RESIDENCE

Members of staff will be based on the John Anderson Campus, unless otherwise stated in the letter of appointment. The Department/School in which the post is initially placed will be specified in the letter of appointment although there will be an expectation to work at such other places as required in the course of employment.

If the need arises for members of staff to work outside the UK for a period (or periods) of more than one month then such arrangements will be subject to mutual agreement. Members of staff would then be provided with a statement in advance setting out the terms covering such periods of employment.

The University does not normally place specific restrictions upon the place of residence of members of staff. All staff are, however, expected to reside in a location which is compatible with the satisfactory fulfilment of all the duties associated with their appointment.

## 8. CONSULTANCY/FURTHER ACTIVITIES

To support the strategic objectives of the University and to facilitate individual professional development, the University encourages staff to engage in professional activities with outside bodies related to their field of work. In many cases, such activity will be approved on the basis that it represents University knowledge exchange activity and should therefore be treated as part of the individual's overall workload and managed through the University's systems. It is also recognised that there will be some cases where an activity is entirely separate from the University and should thus be notified/approved as a personal business activity. For further information please refer to the "University Procedure in relation to Work for Outside Bodies including Consultancies", which forms part of the employment contract and can be accessed at [www.strath.ac.uk/hr](http://www.strath.ac.uk/hr).

## 9. DISCIPLINARY AND GRIEVANCE PROCEDURES

Further information on the University's disciplinary and grievance procedure can also be found at [www.strath.ac.uk/policies/hr](http://www.strath.ac.uk/policies/hr) or on request from Human Resources.

## 10. NOTICE AND TERMINATION

Members of staff are employed on the conditions indicated in individual letters of appointment and any accompanying papers. The University is not obliged to give notice of termination or continue any employment beyond the end of that period. Where the period of the contract of employment is for one year or less it may be terminated short of the fixed term period by one months notice on either side. Where the period of the contract of employment is for more than one year, or where there have been a further contract or series of contracts immediately consecutive, the employment may be terminated short of the fixed term period by three months' notice on either side, except during the probationary period when the notice period is one month.

If the appointment is for a fixed term it will expire at the end of the period without the necessity for notice.

Revised April 2024