

Participation Worker

(Children and Young Person’s Centre for Justice)

Section	Children & Young Person’s Centre for Justice (www.cycj.org.uk)		
Faculty	Faculty of Humanities and Social Sciences (www.strath.ac.uk/humanities/)		
Staff Category	Administrative and Professional	Reference No	438518
Reports To	Practice Development Advisor	Grade:	5
Salary Range:	£11,743 – £13,170 (FTE £23,487 - £26,341)	Contract Type:	Fixed Term (12 months)
FTE	0.5 (17.5 hours/week)	Closing Date	30/03/2022

Job Advert

Do you want to help to improve how Scotland responds to children and young people who come into conflict with the law? Do you have a track record of delivering effective participation activity and working with key stakeholders? Are you approachable, courageous, optimistic, compassionate, innovative and determined? Then this new and exciting opportunity to work as a key part of CYCJ is for you.

As a participation worker, you will support the delivery of an ambitious participation strategy for CYCJ, be part of the ‘Reimagining Justice with Children and Young People’ service, link with our Youth Justice Voices Project and help embed participation and the voice of lived experience across the youth justice sector.

You will have proven ability in engaging and building effective working relationships at all levels and a demonstrated ability to work autonomously. You will be able to communicate effectively with children and young people, as well as partners from various settings.

You will work closely with Practice Development Advisors and other CYCJ staff who will lead on the delivery of a wide range of projects and programmes. You will be a self-starter who likes to be part of a team and relishes challenges. You will require flexibility in your approach, including working outside of an office environment.

You will use your knowledge, expertise and experience of justice systems to advise, support and guide others.

The post holder will report to the Practice Development Advisor for participation.

About CYCJ

CYCJ works towards ensuring that Scotland’s approach to children and young people in conflict with the law is rights-respecting, contributing to better outcomes for our children, young people and communities. Children and young people are at the heart of all our activity, although one of our key mechanisms for change is supporting policymakers and practitioners.

Job Description

Brief Outline of Job:

The post holder will support the participation strategy for CYCJ, ensuring that we engage with a diverse group of stakeholders, including children and young people. The post holder will proactively engage with partners, maintaining constructive relationships through which CYCJ is able to inform practice and policy development, assist in the implementation and delivery of work and support our current participation groups/work. The role also includes supporting colleagues and partners to understand current developments in the sector, through the provision of relevant personal experience, up-to-date insight and analysis.

Main Activities/Responsibilities:

1.	Support and inform the delivery of CYCJ's participation strategy
2.	Support the Scottish Government Vision, action plan and Youth Justice Standards
3.	Develop relationships with children and young people with experience of the care and justice system to use their voice and experiences to advise, inform, influence, challenge and change, supporting the individuals and groups who are participating
4.	Support participation activities, roadshows and guidance for practitioners
5.	Be part of the 'Reimagining Justice' team; supporting children and young people to have a voice in relation to service design and delivery
6.	Assist the Policy & Practice Team to develop participation methods that enable children, young people and families to engage constructively with CYCJ's work
7.	Produce written reports when required outlining evidence/how the participation activity has impacted and contributed to our work
8.	Participate in policy development and implementation groups/discussions with key strategic partners, including local authorities, NHS Health Boards, legal profession, third sector and the Scottish Government
9.	Participate in effective knowledge exchange projects involving practitioners and people with lived experience, to inform the development and implementation of policy, legislation, guidance, procedures and practice, relating to children's care and protection
10.	Work with our youth justice participation worker to support the work of Youth Justice Voices; co-facilitating Youth Just Us groups
11.	Assist in the development of our participation legacy, by ensuring best practice and learning are captured consistently
12.	Communicate through a range of mediums including briefings, blogs etc. to highlight and promote the participation and policy work across CYCJ
13.	Promoting and supporting our mission, values and governance and leading by personal example at all times, ensuring quality of contribution, which promotes a culture of continuous improvement

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 Previous relevant work experience in a similar participation role

E2 A relevant HNC/HND level qualification plus relevant work experience, or relevant and equivalent professional experience in the sector

Experience

E3 A proven track record of participation and engagement activities

E4 Experience of engaging and influencing others

E5 Effective report writing skills

E6 Computer literate with excellent working knowledge of MS Office systems (Excel, Word, PowerPoint, etc.)

Job Related Skills and Achievements

E7 Sound organisational and time management skills

E8 Good written and verbal communication skills

Personal Attributes

E9 Able to work on own initiative and in a flexible way to meet work demands

E10 Able to engage with children and young people?

E11 A real team player who will encourage an inclusive approach and work collaboratively to meet joint aims and objectives

E12 Able to work under pressure and prioritise appropriately whilst maintaining attention to detail

D1 Able to work independently, manage own workload and work flexibly to meet work demands

Other Relevant Factors

D2 Flexible approach to work and the ability to be responsive and adaptable within dynamic environment

D3 Personal experience of the care and/or justice system

Application Procedure

Applicants are required to complete an application form including the name of two referees who will be contacted without further permission, unless you indicate that you would prefer otherwise. Applicants should also complete the Equal Opportunities Monitoring Form.

Other Information

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

Informal enquiries about the post can be directed to Ross Gibson Practice Development Adviser ross.a.gibson@strath.ac.uk.

Conditions of Employment

Conditions of employment relating to the Administrative and Professional 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](#).

Probation

Where applicable, the successful applicant will be required to serve a 6 month probationary period.

Pension

The successful applicant will be eligible to join the Local Government Pension Scheme (LGPS) in Scotland. Further information regarding this scheme is available from [Payroll and Pensions](#).

Interviews

Formal interviews will be held on the 19th April

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

Administrative and Professional Services Staff Grades 3 to 5

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 UNISON as the sole body with which it will negotiate and consult on all collective issues concerned with the terms and conditions of employment of Administrative and Professional Services staff in Grades 3 to 5. Such terms and conditions may be varied by the University Court after negotiation and consultation with UNISON.

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. Members of staff may not accept outside paid work including personal consultancies without the permission of the University, which will not be unreasonably withheld.

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. 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 6 months. Further guidance on probationary procedures is published at <http://www.strath.ac.uk/staff/policies/hr/>.

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.

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 1 August each year, when the employee has a minimum of 6 full months of service at the appointed grade, allowing 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

The normal working week is 35 hours. Unless otherwise indicated in an individual's letter of appointment, the normal hours are 9.00am to 5.00pm Monday to Friday with a one hour lunch break. Certain members of staff may be required to work some hours outwith this normal pattern and this should be agreed locally.

4. HOLIDAYS

Annual leave entitlement is 27 days per year to be taken by agreement with the line manager. For staff members working on a part-time basis, annual leave entitlement 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/equivalent 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:

Period of Continuous Employment at start of absence from work	Full Pay	Half Pay
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.

6. PENSIONS

At the start of their appointment, new members of staff aged under 75 will automatically be admitted to membership of the Local Government Pension Scheme (LGPS). If you are already in receipt of a pension from LGPS and your benefits relate to service prior to 01/04/2015 then you are required to notify the scheme of your new position regardless of whether you decide to remain a member of the scheme at the University of Strathclyde.

LGPS requires a contribution from the member and a contribution, as a percentage of pensionable pay, is made by the University. The contribution rates that currently apply can be viewed here: - <https://www.spfo.org.uk/index.aspx?articleid=14879>.

If your post is located out with the UK in an EU member state, then pension rules do not permit us to enrol you to the scheme.

New members of staff may opt out of LGPS within three months of taking up appointment and will then be treated as if they had never been a member of the scheme. Any member of staff choosing to withdraw from LGPS during their employment with the University, and who is withdrawing after three months' membership but with less than two years' membership, may be entitled to a refund of contributions (less any statutory deductions). Staff withdrawing from the Scheme with more than two years' membership are entitled to a deferred pension benefit. Any member of staff who wishes to opt out should contact the Pensions Team, Finance, in the first instance (pensions@strath.ac.uk).

Information regarding pension scheme membership can be found on the Pensions pages of the University's website. Full information regarding LGPS can be found on the LGPS website - www.spfo.org.uk/index.aspx?articleid=14440

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. 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 or on request from Human Resources.

9. NOTICE AND TERMINATION

The employment of a member of staff is terminable by at least one month's notice, in writing, on either side, except during the probationary period when the notice period is one week. If notice is being given by a member of staff earlier release may be granted if this can be arranged without detriment to the work of the department or area. If the appointment is for a fixed term period it will expire at the end of the period without the necessity for notice. Fixed term contracts may be terminated by either party short of the expiry date by the serving of one month's notice in writing. The University is not obliged to continue a fixed term appointment beyond the specified employment period.