

# Secure Care Change and Implementation Lead

Unit	Independent Care Review		
Faculty	Faculty of Humanities and Social Sciences ( <a href="http://www.strath.ac.uk/humanities/">www.strath.ac.uk/humanities/</a> )		
Staff Category	Administrative and Professional	Reference No	195322
Reports To	Secretariat Lead	Grade:	8
Salary Range:	£39,992 - £49,149	Contract Type:	Fixed Term (to 23 December 2019)
FTE:	0.5 (17.5 hours/week)	Closing Date	Sunday, 3 March 2019

## Job Advert

Do you want to improve Scotland's care system? Do you have excellent knowledge about the needs of children and young people in and on the edges of care? Are you approachable, brave, optimistic, compassionate, dynamic and determined? Are you able to lead and influence and shape the design and delivery of the National Standards for Secure Care?

This transformational work requires careful development, thought, consideration and attention and someone who can lead this work with dedication, passion and sensitivity needed putting the voice of people who have experienced or been on the edges of secure care at the centre of the development plan.

This post will work closely with the Centre for Youth and Criminal Justice at the University of Strathclyde to ensure that joined up approaches are made and sustained in relation to the work they are undertaking to deliver and implement National Standards for Secure Care and the further development of practice and knowledge exchange, building on the outcomes of the Secure Care National Project.

You will require flexibility in your approach including working outside of an office environment at times as the Review is working nationally.

### About the Independent Care Review

The Independent Care Review will identify and deliver lasting change in the care system and leave a legacy that will transform the wellbeing of children and young people across Scotland. It is a task that cannot be achieved without listening to and taking account of the views of a whole host of people and organisations. Understanding the needs and experience of people who are care experienced is at the very heart of the Care Review and it is essential to making change. You will have a unique opportunity to be involved in the development of a National Care Review which is ground breaking and innovative.

**Applications from people with care experience are particularly welcomed as are secondments.**

## Job Description

### Brief Outline of Job:

The role will lead and oversee the work of the secretariat participation officer who will be the ongoing support and development of the STARR group. STARR is a group of adults with direct experience of secure care, who have been advising, influencing, informing and challenging the Scottish Government led Secure Care Strategic Board including the development of the draft National Standards.

### Main Activities/Responsibilities:

1.	Lead and manage the development and implementation of a transformational plan to ensure that outcomes for children and young people in and on the edges of secure care are improved.
2.	Lead and support the STARR group and other children, young people and adults with experience of secure care, or experience of being on the edges of secure care, to be at the centre of the development plan in order that it is transformational and that it delivers improved outcomes right across Scotland.
3.	Lead and support, facilitate and embed learning from the developing STARR model (secure care experienced led network aimed at ensuring people with lived experience <i>inform, influence, advise and challenge</i> policy and practice) in partnership with STARR members into practice across the sector.
4.	Manage stakeholders right across Scotland to engage with, contribute to and support the Care Review's transformational plan for children and young people in and on the edges of secure care.
5.	Support children, young people and adults with direct experience of staying in, or being on the edges of secure care, to influence and shape the design and delivery of the National Standards for Secure Care.
6.	Work closely with the Centre for Youth and Criminal Justice secure care practice advisor.
7.	Working across Scotland to ensure that you are supporting the Review to meet with key stakeholders, including children and young people and their families. This is in support of the Review's overall engagement plan
8.	Develop robust systems in order to evidence and report on impact of change.
9.	Lead and support, facilitate and embed learning from the developing STARR model (secure care experienced led network aimed at ensuring people with lived experience <i>inform, influence, advise and challenge</i> policy and practice) in partnership with STARR members into practice across the sector.
10.	Promoting and supporting the Review's mission, values and governance and leading by personal example at all times, ensuring quality of contribution, which promotes a culture of continuous improvement.
11.	Assist in the development of the Review's participation legacy, by ensure best practice and learning are captured consistently.

## 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 social work degree or equivalent professional qualification within your discipline plus significant relevant experience in relation to supports to vulnerable children and young people and issues of significant harm and risk.

D1 Relevant postgraduate qualification or equivalent relevant experience.

### Experience

E3 Experience of participating and engaging with children and young people in or on the edges of secure care.

E4 Experience of engaging and influencing others, delegating and developing as required

E5 Relevant and recent knowledge and experience of the breadth and impact of issues affecting children and young people in and on the edges of secure care and involved with the Children's Hearings' System (CHS) and Justice System.

E6 Knowledge and understanding of relevant Scottish Government legislation and current policy focus and direction, including the complexities of effective operational implementation.

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E7 Experience of working effectively with key stakeholders to support change and to improve outcomes.

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#### **Job Related Skills and Achievements**

E8 A strong track record of supporting and influencing practice improvements aimed at improving outcomes.

E9 Demonstrable track record in defining, implementing and managing programmes of activities across a diverse and complex environment including participation, engagement, planning and monitoring resources.

E10 Great self-leadership and able to influence and motivate others with a strong track record of leading on and working in an inclusive way with a range of stakeholders at all levels within and across sectors

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#### **Personal Attributes**

E11 Excellent relationship building skills at all levels, across all sectors and with a range of children and young people at different ages and stages to meet the demands of the role

E12 Excellent relationship management with strong skills in negotiating and conflict resolution whilst being able to work under pressure, remain calm and deal positively with potential conflict/sensitive issues.

E13 High level of personal responsibility and initiative who will encourage an inclusive approach and work collaboratively to meet aims and objectives of role.

E14 A team player with success in leading and managing multiple areas of activity whilst dealing with different priorities whilst maintaining attention to detail

E15 Excellent oral and written communication skills, particularly in presenting information on complex or sensitive issues.

E16 Flexible approach to work and the ability to be responsive and adaptable within dynamic environment.

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## **Application Procedure**

Applicants are required to complete an application form including the name of three referees who will be contacted before interview without further permission, unless you indicate that 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**

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 Michelle Nairn, Head of Quality Assurance and Planning ([michelle.nairn@strath.ac.uk](mailto:michelle.nairn@strath.ac.uk)/0141 444 8927).

#### **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](#).

#### **Conditions of Employment**

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

#### **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.

#### **Pre-employment health screening**

An offer of appointment will be subject to a medical assessment by Occupational Health. An individual who accepts an offer of employment must complete a confidential medical questionnaire and forward it to the Occupational Health Nurse within 5 days of receipt. If further information is required the individual may be contacted by the OHN or a Medical Advisor and a personal appointment with the individual may be arranged. An unconditional contract of employment will not be issued until Human Resources receives confirmation that applicant is fit to undertake the duties of the post.

## Probation

Where applicable, the successful applicant will be required to serve a 12 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 Thursday 14 March 2019.

## Equality and Diversity

We value diversity and welcome applications from all sections of the community.

The University currently holds a Bronze Athena SWAN award, recognising our commitment to advancing women's careers in science, technology, engineering, maths and medicine (STEMM) employment in academia.



# Conditions of Employment

## Administrative and Professional Services Staff Grades 6 and above

### 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 University 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 Administrative and Professional Services staff in Grades 6 and above. 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 [www.strath.ac.uk/hr](http://www.strath.ac.uk/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](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 1 April 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.

Arrangements in relation to overtime, additional hours, non-standards and on-call working are published at [www.strath.ac.uk/staff/policies/hr](http://www.strath.ac.uk/staff/policies/hr)

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.

Overtime rates do not apply to staff grades 6 and above. Where a Head of Department/School/equivalent requests additional work, above the standard working week to meet the particular requirements of the Department, equivalent time off in lieu may be granted by prior agreement.

### 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/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:

<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

New members of staff, aged under 75, will be admitted automatically to membership of the Universities Superannuation Scheme (USS) on taking up appointment. If you are already in receipt of a USS pension you will join USS in accordance with pension auto-enrolment regulations. USS requires a contribution from the member, currently 8 per cent of pensionable salary. A contribution, currently 18 per cent of pensionable salary, is paid by the University. From 1 April 2016 all members are part of the career revalued benefits scheme called the USS Retirement Income Builder. From 1 October 2016 a threshold, initially of £55,000 a year, will apply to the maximum salary that counts towards the USS Retirement Income Builder. From the same date a new defined contribution section of the scheme called USS Investment Builder will open and any contributions above the threshold will be invested in this section. The exception to automatic membership of the pension scheme applies if your post is located out with the UK in an EU member state. If this is the case membership of USS is not available to you.

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 retirement date.

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

The employment of a member of staff is terminable by at least three months in writing, on either side; except during probationary period when the notice period is one month. 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 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 employment period. For employees appointed above Grade 10, the notice period for both the employer and employee will be 6 months, except during the probationary period when a one month's notice period will apply. One month's notice will also apply for fixed term contracts terminated short of the expiry date.

Revised November 2017