



## Job Description

**Job Title:** Care Experience Pledge Lead

**POSCODE:**

**Grade:** J

### Overall Purpose of Role

The Care Experience Pledge Lead is responsible for developing and delivering Northamptonshire Children's Trust's (NCT) Care Experienced Pledge. A Pledge which supports all children and young people who have experience of being in care.

The Care Experience Pledge Lead will also develop the Leaving Care Local Offer.

This role also acts as a connector, innovator and facilitator between NCT and wider local businesses (large and SME) and statutory partners to build and maintain strong relationships with senior internal and external stakeholders.

Using an Asset Based Community Development (ABCD) approach the post will support children and care experienced young people access local resources, networks, connections and community assets while using opportunities to engage and influence corporate partners to participate in social responsibility programs.

### What is the Care Experienced Pledge?

The Care Experienced Pledge is a commitment from a business or not-for-profit, to provide support to Care Experienced people to help them live happy lives by:

- Developing resilience
- Enjoying good health and wellbeing
- Fulfilling Potential
- Live Safe, Be Safe

The specific requirements for each Pledger will be written by them and decided by Care Experienced Young People, and they need to be at the heart of what we do in this programme.

To achieve impact, the pledge will need resource and careful design/deployment so that it is not an empty promise. Businesses and local organisations will need to engage with young people to understand their wants/needs. Young people will need support to access and exploit the opportunities. The catalogue of support will need to be maintained to ensure it remains relevant and up to date, with regular input from young people to ensure the pledge is delivering on its ambitions.

To improve outcomes for children and young people in receipt of these services who are looked after by the local authority, deemed to be children in need or in need of protection from significant harm (as defined by the 1989 Children Act) and therefore are amongst the most vulnerable in society.

To deliver the Northamptonshire Children's Trust statutory responsibilities to safeguard and promote the welfare of these children.

Main Accountabilities	
1.	Identify areas of unmet need within our cared for and care experienced communities and source resources of public, private and third sector organisations that are available to meet need.
2.	Develop working relationships with employers and organisations to understand and promote their service to care leavers and cared for children to build the pledge
3.	Work with NCT's marketing team to promote and respond to offers from the local community in a timely manner and create tools and events which keep organisations involved and updated as to activities and opportunities to become involved.
4.	Support and assist community groups, businesses and networks to develop new activities and/or maintain existing activities which promote wellbeing of cared for children and care experienced young people, through help with bid writing and researching potential funding opportunities, brokering and negotiating support from partner organisations and agencies.
5.	Inspire "neighbourliness" and building pride and resilience by exploring and developing co-working and co-creation opportunities to build and strengthen community assets.
6.	To co-ordinate and support the chair in a regular advisory board which includes local businesses and young people to ensure that their pledge is meeting the needs of care experienced young people, and that businesses are able to gain insight into the social value of their work.
7.	Update the Care Leavers local offer and ensure the website is representative of the current offer
8	Providing information, insight and guidance to Children in Care and Leaving Care Teams on what services, groups, networks, jobs and activities are available locally and across the county which may assist cared for children and Care Leavers, in developing and maintaining independent lives.
9	To co-produce the pledge and development with young people with care experience while using a range of participatory methods and techniques to ensure the identification and development of the care leavers local offer and children in care pledge to ensure that it is inclusive of and appropriate to the needs and diversity of under-represented people
10	To ensure that the coordination of staff, young people and volunteers in delivering pledges for children and young people are delivered in accordance with Northamptonshire Children's Trust Equality Policy
11	To ensure that health and safety requirements are met in relation to the relevant team and service location.
12	To carry out any other duties which fall within the broad spirit, scope and purpose of this job description and which are commensurate with the grade of the post, including deputising for their line manager and representing the service as appropriate on internal and external projects and leading on those initiatives where appropriate to the role.
13	Support Service and Strategic Manager in making sure budgets for charitable and community initiatives are used effectively while providing insights and recommendations to leadership on social impact and engagement opportunities to expand offer to children and young people.

## Safeguarding commitment

We are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults. We require you to understand and demonstrate this commitment.

This job description reflects the major tasks to be carried out by the post holder and identifies a level of responsibility at which they will be required to work. In the interests of effective working, the major tasks may be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be carried out in consultation with the post holder

### Person Specification

#### Qualifications, Knowledge, Skills and Experience

Minimum level of qualifications required for this job

Qualifications Required	Subject	Essential/ Desirable
English and Maths to GCSE grade C or Level 3 in Health and Social Care or Youth and Community work Degree or equivalent experience in Youth and Community Work/Social Work	Education, Social Care, health or other related discipline	Essential  Essential  Desirable

NOTE: Preferred experience for this job

Preferred experience	Subject	Essential/ Desirable
To have experienced being in care Knowledge of the Care system	To have the experience of being in care to share this experience  To have experience of the care system and an understanding of issues affecting care experienced children, young people and adults.	Desirable

Minimum levels of knowledge, skills and experience required for this job

Identify	Describe	Essential/ Desirable
<b>Knowledge</b>		
Professional knowledge	Demonstrable high level of consultative, interpersonal, communication and negotiation skills, including the ability to deal with complex issues in a sensitive and appropriate manner and challenge where necessary.	Essential
Relationship management	An understanding of relationship management and the capacity to establish and maintain effective communication and working relationships and affect positive morale within the service.	Essential
Working with partners	Able to develop effective interagency working processes and implement any changes/reviews in policy and procedures related to leaving care services.	Essential
Analytical knowledge	Able to summarise, analyse and evaluate complex information.	Essential
EDIEB	A commitment and understanding of equality and diversity issues, and of fair and non-discriminatory service delivery.	Essential

Effective representation	Able to chair meetings effectively and represent the leaving care Service in a professional, responsible and effective manner.	Essential
Relationship knowledge	Able to create a rapport and build relationships with young people and parents/carers.	Essential
Negotiation experience	Able to persuade and negotiate at different levels and across various agencies, services and groups.	Essential
Public, voluntary, charity, social enterprise organisations within a locality	Relevant knowledge of the type of support services, groups and activities in the local area, or how to find out what's available.	Essential
Cared for Children & Care Leavers	Knowledge of issues faced by children, young people and families with support needs, particularly how community services, groups and activities can support them	Essential
The Care Leavers Local Offer	An understanding of the Northamptonshire local offer. An understanding of Asset based Community Development	Essential
Funding and income streams	Knowledge of the different funding opportunities to support community groups and networks	Desirable
<b>Skills</b>		
Supervisory and support skills	Experience of mentoring, coaching, training and supervising others.	Essential
Empowering others	Experience of supporting others in their own professional development and implementing positive change within a service area to improve morale and team work.	Essential
Managing complexity	Significant knowledge and experience of complex case work, strategies and legislation relating to looked after children, care leavers and specialised knowledge and experience in a specific area related to; Education, apprenticeships and work, Accommodation and housing, Health, well-being and transitions, custody and gangs or Diversity and young parents/carers	Essential
Case work and risk management	Significant experience of complex case work with young people and of effective risk management, challenge and conflict resolution.	Essential
Working and engaging with young people in coproduction or support planning	Working with children and young people to achieve positive outcomes in their life either through direct work or harnessing networks to promote change.	Essential
Decision Making	Ability to work independently without direct supervision and able to complete assigned tasks	Essential
Relational work	Skills to be able to work with children and young people	Essential
Communication	Highly developed clear communicator both verbally and in writing with young people, children as well as businesses and partner organisations  Good participatory and listening skills. Ability to write complex reports, business cases and funding applications	Essential
Logistics	Ability to meet the travel requirements of the role efficiently and effectively across the locality and geographically dispersed communities	Essential

IT and administrative	Good working knowledge of IT including Microsoft office packages such as excel and record information in a logical and accessible format	Essential
Best Practice	Able to follow detailed policies and procedures	Essential
Building strong relationships and networks	Able to develop strong and effective relationships, establish networks and appropriate links to assist you in your role.	Essential

<b>Disclosure Level</b>
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What DBS Level is required for this post?
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None	<input type="checkbox"/>
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Standard	<input type="checkbox"/>
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Enhanced Child Only	<input checked="" type="checkbox"/>
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Enhanced Child/Adult Bar	<input type="checkbox"/>
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<b>Working Arrangements</b>
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What work type does this role fit into? (tick one box that reflects the main work type, the default workers type is flexible)
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Fixed	<input checked="" type="checkbox"/>
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Flexible	<input checked="" type="checkbox"/>
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Field	<input type="checkbox"/>
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Home	<input type="checkbox"/>
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