



Job Description

Job Title: Head of Children's Voice and Equalities

POSCODE:

Grade: SM1

Overall Purpose of Role

Please write one or two sentences about why the job exists. Focus on the achievement of the key end results of the job.

To develop and lead the implementation of NCT's Children and Young People's Engagement and NCT's Equalities Strategies, to ensure the children and young people's voices are heard at all levels of our work with them, to create the right conditions for children and young people to participate and engage, and that we listen and make decisions that lead to meaningful impact; to improve our understanding and support for children and families individual cultural, heritage and diversity – resulting in improved quality of practice and anti racist practice across NCT and improved experiences and outcomes for children and young people

Main Accountabilities

Please list the accountabilities in descending order of priority. Please include 6-9 accountabilities

Main Accountabilities	
1	To develop and lead the implementation of NCT's Children and Young People's Engagement and NCT's Equalities Strategies, to ensure the children and young people's voices are heard at all levels of our work with them, to create the right conditions for children and young people to participate and engage, and that we listen and make decisions that lead to meaningful impact; to improve our understanding and support for children and families individual cultural, heritage and diversity – resulting in improved quality of practice and anti-racist practice across NCT and improved experiences and outcomes for children and young people
2	To lead and continually develop a service which delivers effective formal participation groups for representative cohorts of children and young people who are supported by NCT; provides excellent influence, advice and support to increase the influence of children's voices across NCT; advocacy for children who are receiving a statutory intervention and the co-ordination of independent visitors for children in care. Leading, coaching and developing direct reports to fulfil their potential.

3	To influence and support colleagues, including those in more senior positions, to develop and improve engagement with and participation of children and young people in their service areas, to better understand and support individual cultural, heritage and diversity needs, address inequalities and inequity in a way which improves quality of practice and services and improve experiences and outcomes for children. To develop and deliver training to NCT workforce to improve the quality of children and young people's engagement and culturally competent, anti-racist and anti-oppressive practice.
4	Improve access and inclusion of children and young people from vulnerable and minoritised groups in engagement activities. Lead the development and implementation of best practice and innovative means of engagement and culturally competent, anti-racist and anti-discriminatory practice across NCT services.
5	To maximise resource by identifying and co-ordinating engagement activity volunteers from inside and outside NCT
6	To work effectively with partner organisations, taking a leadership role to develop and deliver a coherent approach to engagement of children and young people, for example within the integrated care system
7	To take learning from quality assurance activity and work with, advise and guide managers in operational services areas to implement engagement and equalities improvement activity that improves practice, outcomes and experiences for children
8	To demonstrate high level of awareness/understanding of equal opportunities and other people's behavioural, physical, social and welfare needs.
9	To ensure that reasonable care is taken at all times for the health, safety and welfare of yourself, others and to comply with the policies and procedures relating to health and safety with the Trust.

Safeguarding commitment (*Include for roles involving work with children/vulnerable adults*)
 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.

Person Specification

Qualifications, Knowledge, Skills and Experience

Minimum level of qualifications needed for this post

Qualifications Required	Subject	Essential/Desirable
Degree or equivalent by experience	Relevant subjects such as Youth work, social work, teaching, sociology, social policy, children's engagement/ participation	<i>Essential</i>

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

Identify	Details	Essential/Desirable
Knowledge:		
Children's Rights and Participation	Knowledge of children's rights – including the voice of the child and participation in a local authority context, including best practice and innovation, particularly for vulnerable and marginalised groups	<i>Essential</i>
Confidentiality and data protection	Understand of the boundaries of confidentiality	<i>Essential</i>
Children's Services statutory responsibilities	Knowledge of statutory responsibilities of local authority children's services	<i>Essential</i>
Culturally competent, anti-racist and anti-discriminatory practice	Expert knowledge of culturally competent, anti-racist and anti-discriminatory practice in relation to work with children and families	<i>Essential</i>
Skills:		
Leadership	Ability to lead, influence and inspire others towards a positive vision. Including those you manage and those you don't	<i>Essential</i>
Developing others	Supporting, coaching and development others to fulfil their potential within their roles	<i>Essential</i>
Communication skills	Excellent communication including both written and verbal including facilitating and negotiating skills. Able to communicate effectively with people from a range of backgrounds and needs, including children, young people, families, colleagues, senior officers and councillors	<i>Essential</i>
IT skills	Use of Microsoft word, excel, PowerPoint and Teams.	<i>Essential</i>
Experience	Give an idea of the type and level of experience required do not specify years of experience.	

Experience of identifying and effectively addressing racism, discrimination, oppression or other challenges faced by employees as a result of a protected characteristic.	Understanding and experience of challenges experienced by those from marginalised groups and track record of supporting teams/ services/ organisations to address equalities issues.	<i>Essential</i>
Experience of supporting teams / services/ organisations to address equalities issues	Successful experience of supporting teams/ services/ organisations to make a positive difference in relation to equalities issues	<i>Essential</i>
Proven experience of working directly with children and young people to effectively engage them, leading to positive change	Experience and knowledge of working with a variety of children and young people from vulnerable and marginalised groups e.g., children in care, care experienced, travellers, global majority, young offenders, disability groups, special needs.	<i>Essential</i>
Strategy development and delivery	Experience of successfully developing, delivering and reporting a strategy which led to improved outcomes	<i>Essential</i>
Delivering best practice and innovative solutions	Experience of delivering best practice and innovative solutions leading to positive change	<i>Essential</i>
Securing external funding	Successfully securing external funding or sponsorship for engagement activities	<i>Desirable</i>
Equal opportunities	Ability to demonstrate high level of awareness/understanding of equal opportunities and other people's behaviour, physical, social and welfare needs	<i>Essential</i>
Safeguarding (include for roles working with children/vulnerable adults)	Demonstrate an understanding of the safe working practices that apply to this role.	<i>Essential</i>
	Ability to work in a way that promotes the safety and well-being of children and young people/vulnerable adults.	<i>Essential</i>

Disclosure level	
What DBS Level is required for this post?	
None	<input type="checkbox"/>
Standard	<input type="checkbox"/>

Enhanced Child Only	<input type="checkbox"/>
Enhanced Child/Adult Bar	<input checked="" type="checkbox"/>

Working Arrangements

What work type does this role fit into? (tick one box that reflects the main work type, the default workers type is flexible)

Fixed	<input type="checkbox"/>
Flexible	<input checked="" type="checkbox"/>
Field	<input type="checkbox"/>
Home	<input type="checkbox"/>