

Advocacy and Children's Rights Coordinator



As an Advocacy and Children's Rights Coordinator, you will be supporting disabled children, or young people and their families to access our services. This is a great opportunity to develop your skills in a rewarding role, and gain a strong sense of achievement.

Read further to find out about whether this role is right for you.

For more information about KIDS please visit www.kids.org.uk.

Our vision is a world in which all disabled children and young people realise their aspirations.

KIDS is a national charity, founded in 1970, that provides a wide range of services to disabled children, young people and their families in England. In 2019-2020 we supported over 13,700 disabled children from birth to 25 years benefitted from our work. Our services include: drop-in crèches and nurseries for the under 5s to youth clubs, short breaks and residential stays for young adults. Commissioners and users appreciate the high quality of our information, advice and mediation services and 96% of parents say they are happy with the KIDS services they receive.

“As a member of KIDS’ Young People’s Engagement Group (YPEG), I have become more confident and have made lots of friends as well. It’s helped me become the person I am.”

“Your involvement with my family has meant huge practical help during a difficult time. I think the key thing is that KIDS does stuff with and for the whole family, not just the child. I am sure that yours is the kind of service that helps prevent family break up as a result of the strains that a child with a disability brings.”

We aim to empower disabled children and young people to develop their skills and achieve their inspiration. We create opportunities for them to take part in play, learning, leisure, skills training and social activities. Our success is based upon building a close partnership with parents, carers and siblings and helping them find solutions to the obstacles they meet in daily life.

For more information about KIDS’ impact during the pandemic see here:

<https://www.kids.org.uk/Handlers/Download.ashx?IDMF=4cc37099-060d-4fc5-9f10-a4ae73b964a2>

Our latest annual report is here: <https://www.kids.org.uk/kids-response-to-covid-19>

Our latest financial statements are here:

<https://www.kids.org.uk/Handlers/Download.ashx?IDMF=b99c7fc4-1729-45ba-bdc9-8e8258906d5a>

Our Vision, Missions and Values

Our vision is a world in which all disabled children and young people realise their aspirations.

KIDS’ values are: To be passionate, caring, trusted, responsive, collaborative and champions of quality.

We believe that disabled children and young people should be allowed to be themselves, to have fun, play and grow into adulthood with every opportunity to live life and access the same opportunities as other people.

Our Mission:

- Help and empower families with disabled children
- Support disabled children to play, have fun and grow
- Support disabled young people into adulthood

Main Activities

KIDS provides high quality services for disabled children, young people and their families. In addition, KIDS influences national policy and practice, often in collaboration with others in the disability sector, and runs participatory programmes for young disabled people to bring their voices and experiences to the fore.

For more information about KIDS please visit www.kids.org.uk.



What You Can Expect

Our services

KIDS was established in 1970 by John Mulcahy, a teacher who had become concerned about the development of a disabled child in one of his classes. Looking to improve communication with the child.

John turned to the child's mother for guidance. This sowed the seeds of working in partnership with parents and carers to enable disabled children and young people to develop their skills and abilities and to fulfil their potential, hopes and dreams.

KIDS is a charity which has pioneered a number of approaches and programmes for disabled children and young people. These include Home Learning (Portage), Parent Partnerships, Adventure Playgrounds and the inclusion of disabled children in mainstream educational settings.

KIDS has a rich history and vast experience of meeting the needs of disabled children and young people and families. Therefore, KIDS is well-placed to play a leading role supporting the development of policy affecting this important group in society.



Our benefits

Here at KIDS we want you to know that you are valued, and that we are committed to your safety and wellbeing. Our benefits include:

- Access to KIDS Virtual College: our wide range of interactive e-learning training courses which carry CPD points
- NEST Pension Scheme
- Employee Assistance Programme (EAP) to support with Health and Wellbeing
- Life Assurance after 6 months service
- Strong sense of achievement from doing meaningful work
- Generous holiday pay
- Extra week of holiday after 4 years' service
- 24 hour helpline to deal with safeguarding issues
- Access to Perkbox discounts and freebies

'Being given the opportunity to make a positive impact on a young person's life' - Ollie, Assistant Practitioner

Safeguarding



KIDS Safeguarding Board acts in an advisory capacity to monitor and continuously improve safeguarding practices throughout the organisation. To read our safeguarding policies, please click on the links below:

[Safeguarding Children and Young People Policy](#)

[Safeguarding Vulnerable Adults Policy](#)

[Disclosure and Barring Service Policy](#)

KIDS is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All children and young people we work with must, at all times, feel safe.

As part of our commitment to safeguarding KIDS has a safeguarding board with representatives from all parts of the organisation. The board meets regularly to review policy and practice as well as to disseminate learning and good practice. KIDS has a designated safeguarding lead at director and at trustee level.

KIDS follows safer recruitment principles and all staff and volunteers working with children, young people or their families have DBS checks, regular supervision and also safeguarding training.

We work closely with families and co-operate fully with other agencies to take all reasonable steps to minimise the risks of harm to a child or young person's wellbeing. We recognise that whilst not all risks can be eliminated, we must operate in an atmosphere of safe uncertainty. This means that children and young people must feel secure and safe in the face of reasonable risks, but should never be knowingly or unknowingly put in a position of significant harm or abuse.



Job Description

Overall Purpose of Role

- Acting within a capacity as an advocate for Children who are Looked After (CLA). Developing positive and trusting relationships with the children in order to provide work around promoting the voice of the child, through work such as Wishes and Feelings and Life Stories.
- This post is specific to disabled children and young people, working to promote their rights and creating opportunities for them to be heard and participate in decisions that affect their lives specifically children accessing Short Breaks, Children who are Looked After (CLA) and those placed in independent settings.
- Using effective communication to advocate on behalf of the child, which may involve augmentative communication methods.
- Promoting the rights of the child through supporting, and in some cases questioning, the decision making and service delivery to children with disabilities. Acting as a negotiator to enhance both individual and global service delivery.
- Working with colleagues at KIDS to develop a range of routes for children and young people to contribute to development work within Children & Young People's Services to increase the level of understanding of children's rights and promote children's participation.
- Operational responsibility for the Advocacy team, supervising the Practitioner, with oversight of the resources including budget (working with the Service Manager), equipment implementation of policies and procedures.
- Regular reporting on the overall service, in terms of outcomes and delivery. Provide strategic oversight for the service as a Coordinator, working alongside other Coordinators within the local KIDS region to promote and develop the agenda around children's disabilities.

Working Context

- Must be able to travel across Hull, and into other local authorities where necessary.
- Hold a driving license and use of a car insured for business use.
- All KIDS posts are subject to enhanced DBS disclosure.

Key Relationships

- Develop a relationship with the contract manager within Children and Young People's Services, contributing to contract monitoring meetings.
- The post will involve building close links with professionals in the social care setting.
- Working directly with disabled children and young people and their families.
- Working closely with the social workers, Independent Reviewing Officers and other professionals involved in the placement of the children.
- Regular contact with staff and managers in Children and Young People's Services.
- Formulating professional relationships with colleagues within statutory, private and voluntary agencies and national advocacy services in relation to children and young people with a disability.
- Reporting directly to the KIDS Service manager and working with national colleagues as necessary as part of One Team KIDS.
- Working as a member of the KIDS regional team, working closely alongside other service Coordinators as part of a regional KIDS Coordinator Team.

Key Responsibilities



- Working with children and young people with disabilities aged 8-19 both within their homes and educational/residential setting to promote the child's rights and advocate on behalf of each individual child.
- Working with other professionals (Social Workers, Health professionals, Residential Workers, Educational professionals) to ensure the package of care and planning for the child is of high quality and in line with the child's wishes and needs.
- Supporting parents of children with disabilities in working with Children & Young People's Services as both an advocate and a source of specific information relating to their child's needs.
- Undertaking agreed activities of a participatory nature both within the home and external to the home with children and young people aimed at promoting their confidence and increasing awareness of the rights of children with disabilities.
- Establishing and maintaining close and effective working links with colleagues in other statutory and voluntary agencies and in Children & Young People's Services who are involved in the provision of services to younger children and families.
- Attending child care reviews (CLA), planning meetings and strategy meetings for children with disabilities, acting as an advocate for the child and in particular assisting with communication for children attending meetings.
- Assisting other professionals working with the child to communicate effectively and, if necessary, access training to enhance their own communication capacity, particularly for those children who may use augmentative communication methods.
- Maintaining a clear and consistent children's rights case work approach to ensure that children and young people are listened to in decisions that affect their lives.
- Holding accurate and up-to-date case records regarding work undertaken with children with disabilities and provide agreed performance management information on request.
- Offering immediate, flexible and practical support and assistance to individual children and young people in need and at risk.
- Working as a member of the Integrated Disability Service (Independent Conferences & Review Team, Rights & Participation Project, Health & Leisure Services), receiving and responding to referrals from a range of individuals and agencies
- Responsible for the safety and welfare of all young people on caseload accessing the Advocacy Service. Make decisions on referrals including child protection referrals.
- Responding to customer complaints and acts as an advocate for young people within the context of professional meetings and in relation to gaining access to services.
- Semi-routine decision making in relation to working with children and young people, offering flexible and workable solutions. Works within and makes decisions that are bound by statutory guidance and regulation.
- Supporting with standardising decision making in relation to the safety and welfare of young people, in particular in respect of child protection.

The above principal accountabilities are not exhaustive and may vary without changing the character of the job or level of responsibility.

The above duties may involve having access to information of a confidential nature, which may be covered by the Data Protection Act. Confidentiality must be maintained at all times.



Key Responsibilities

‘The staff are really friendly and create a nice atmosphere to work in’ - Sarah, Assistant Practitioner

Safeguarding Policies and Procedures

1. To be familiar with and fully comply with all KIDS policies and procedures including child protection, safeguarding, health and safety, confidentiality and partnership.
2. Undertake on-the-job training, observation and feedback as part of safeguarding and QA processes
3. To work within the standards required by relevant regulatory bodies.
4. To ensure that the safeguarding and risk for each child or young person is reviewed regularly.
5. To safeguard the health, wellbeing and safety of the children and young people, and if any concerns arise, to immediately report any concerns in line with KIDS policies and procedures.

KIDS is committed to safeguarding and promoting the welfare of children and young people and also expects for all staff and volunteers to share this commitment. All children and young people we work with must, at all times, feel safe.

Other Responsibilities

- To participate in all aspects of the organisation’s work including team meetings and promotional events.
- Collaborate with colleagues around policy development (e.g. safeguarding, administering medication and behaviour management), management of quality.
- Lead in the identification, funding [including provision of information to support tender processes] and delivery of both individual projects and programmes of work providing direct delivery of short break services to disabled children and young people aged 0 – 25 years both in their own homes and in the community.
- Reporting to the Regional Manager, ensure all aspects of safeguarding in relation to short break services are both maintained, reviewed and developed.
- Work in accordance with KIDS Policy documents
- To show, at all times, a personal commitment to treating all service users and colleagues in a fair and respectful way, which gives regards to people’s differences (for example: their age, gender, ethnicity, sexual orientation, disability or religion) and assists in ensuring equal access to services and employment opportunities for everyone.
- To undertake any other duties commensurate with the grading of the post and the requirements of the service.



Person Specification

Proven Ability

- High level knowledge and understanding of statutory and voluntary childcare and education services and current debates and issues in these areas regarding children and young people with disabilities in needs or at risk
- High level knowledge and understanding of policies and procedures (Health and Social Care and/or Education Services), the extensive legislation context and guidance framework relating to the field of Social Care e.g. National Service Framework, The Children's Act 1989/2004, Working Together to Safeguard Children 1999, the Care Standards Act 2000, Children and Families Act 2014, Has a high level understanding of Children's Rights and Participation particularly in respect of the UN Convention on the Rights of the Child.
- Previous experience of working with children and young people and with a disability and their families in a statutory, voluntary or community setting.
- Proven ability to manage a caseload.
- Have a high level of skill in working with all children and young people with disabilities and their families
- Excellent negotiation and challenging skills.
- Excellent verbal and written skills
- Skilled in working with groups of young people in an empowering and creative way in a range of settings.
- Ability to communicate creatively across a range of augmentative methods, and an ability to communicate effectively both verbally and in writing with a broad range of young people, professionals and in a team setting.
- High level of sensitivity and corresponding skills in working with children and young people with complex medical health care needs and multiple disabilities.

Education/Qualifications

- Minimum NVQ level 3 professional qualification related to working with Children & Young People.

Other requirements

- Developed communication skills in order to build, negotiate and develop working relationships with children and families, often that are in difficult and challenging circumstances.
- Developed written skills in order to contribute to collating, interpreting and presenting complex, sensitive and/or distressing information including statistical information, complaints reports and assessment reports.
- Developed and creative skills in order to provide high quality and engaging training materials.



IT proficiency qualification in use of office software and internet to intermediate level.

IT proficiency qualification in use of office software and internet to intermediate



Person Specification

Desirable criteria

- The thinking challenge is variable in respect of securing operational linkage with children's service providers, community groups, working with children to help them participate in decisions which affect them, ensuring that teams meet advocacy standards, meeting the Hull Local Safeguarding Board requirements regarding child protection, developing user groups to promote participation, contributing to multi-agency meetings.
- It is highly adaptive in respect of dealing with complex cases, some of which may involve working with children with life-limiting conditions and complex medical care needs.

Desirable Education/Qualifications

- NVQ level 4
- Relevant qualification within the area of working.

Thank you for choosing KIDS. We look forward to receiving your application.