

## Advocate for Children and Young People with Disabilities

### Person Specification

\* Method of Assessment

A = Application Form D = Documentary Evidence (e.g. Certificates/Portfolio) I = Interview (panel and/or young people) E = Exercise

Please note that this column is indicative of where each criterion is likely to be tested, however all elements of the person specification may be tested at any stage of the recruitment process. Candidates must use each element of the person specification as a heading in the supporting statement of their application, explaining clearly and with examples how they meet the criteria.

Factor	Criteria	Essential/Desirable	Method of Assessment*			
			A	D	I	E
Education / Experience	A good standard of education including an advocacy, social care, counselling, youth work, legal, or other relevant qualification <i>NB candidates without a relevant professional qualification but with more than three years' experience in social care, advice, counselling or youth work will be considered.</i>	Essential	✓	✓		
	At least three years' experience of direct work in a professional capacity with children/young people from diverse backgrounds	Essential	✓		✓	
	At least one year's experience of direct work in a professional capacity with young people with disabilities	Essential	✓		✓	
	Experience of advice giving to other professionals and contributing to the delivery of training/practice workshops	Desirable	✓		✓	
	Experience of non-instructed advocacy and/or using a range of alternative communication methods, such as symbols	Desirable	✓	✓	✓	
	Experience of working with children and young people entitled to the support of Children's Services.	Desirable	✓		✓	
Skills and Abilities	A demonstrated ability to listen to and communicate effectively with children and young people.	Essential	✓		✓	✓
	Ability to work with children and young people, to empower them and represent their feelings and wishes	Essential	✓		✓	✓
	High level of written skills and accurate record-keeping	Essential	✓		✓	✓

	Ability to support colleagues and other professionals by providing accurate verbal and written advice to individuals and groups	Desirable	✓		✓	
	Ability to work in partnership with other professionals and organisations involved with children/young people	Essential	✓		✓	
	The ability to deal with work pressures, exercise sound judgments, to manage time effectively and meet deadlines, to organise and set priorities for your own work and for the work of others.	Essential	✓		✓	
	Ability to organise own work, use IT systems competently and be reliable	Essential	✓		✓	✓
	Good level of knowledge of children's rights, the care system and the legal responsibilities of Children's Services – with particular reference to young people with disabilities	Desirable	✓		✓	
	Good level of knowledge and understanding of different disabilities and how these impact the lives of children and young people	Essential	✓		✓	
Knowledge	Understanding of advocacy, its principles and practice and experience of their application	Desirable	✓		✓	✓
	Understanding of the possible tensions between the needs of young people and the agencies providing services to them	Essential	✓		✓	✓
	Understanding of Coram Voice's values and the ability to apply this in the role	Desirable	✓		✓	✓
	Commitment to the organisation and team working, flexibility and willingness to support colleagues and to share in the overall work of Coram Voice.	Essential	✓		✓	
General	Commitment to the rights of the child/young person to have a voice in the way they are cared for, in decisions that are made about their lives and the development and delivery of the services they receive.	Essential	✓		✓	
	An awareness of and sensitivity to differences of race, culture, belief, class, gender, sexuality and ability and commitment to anti-discriminatory practice.	Essential	✓		✓	✓
	A commitment to challenging discriminatory practice in all areas, and with a particular focus on disability related matters.	Essential	✓		✓	

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