



**JOB TITLE:** Workstream lead – The Promise

**GRADE:** Grade 7 – temporary for 18 months. Secondment welcome.

**REPORTING TO:** Senior Improvement Advisor (Quality Improvement Support Team)

## PRINCIPAL WORKING CONTACTS

### Internal

- Chief Inspector, CYP
- Head of OWD and delegated staff
- Service manager CYP and CYP team managers
- Service manager CYP strategic
- Service manager, Methodology
- CYP inspectors and strategic inspectors
- Young inspection volunteers
- Involvement team staff for YIVs
- Corporate parenting group
- Executive sponsor for corporate parenting
- Improvement support staff
- Intelligence support staff
- Communications lead
- Human resources staff

### External

- Scottish Government Promise Policy Hub
- Scottish Government looked after children team
- Scrutiny partners
- Key stakeholders such as Who Cares? Scotland, STAF, Young Scot
- Children and Young People's Commissioner Scotland
- Scottish Corporate Parents Collaborative

## JOB PURPOSE:

The key aspect of the role will be to continue to build upon each of the five foundations of the Promise, leading on two workstreams designed to enable the Care Inspectorate to deliver on it, in line with [The Promise plan 2021-2024](#):

**(I). To lead work to amplify the voice of children and young people in the scrutiny and improvement of social work and social care services carried out by, or led by, the Care**



**Inspectorate.** The postholder will help to ensure that children and young people are listened to and meaningfully and appropriately involved in decision-making about their care, with all those involved properly listening and responding to what they want and what they need. The postholder will support a compassionate, caring, decision-making culture, which is focussed on children and those they trust.

**(II). To enhance the Care Inspectorate workforce's understanding of children's perspectives and experiences and strengthen skills in listening to children and young people.** To establish and strengthen networks and resources which will support the Care Inspectorate to listen to children and young people and promote their interests. The postholder will support people in the workforce and wider community to actively engage with the children and young people Scotland cares for. The postholder will support the workforce to listen and to be compassionate in their decision-making and care. The postholder will support the Care Inspectorate to embed trauma informed practices across the organisation.

## KEY RESPONSIBILITIES

- Develop a participation strategy which will underpin and guide the way in which we listen to and involve children and young people in our scrutiny and improvement activities and lead on its implementation.
- Work with the chief inspector, methodology lead and others to strengthen reporting of scrutiny findings and complaint investigations, which gives greater prominence to how children and young people experience care and support, and which is accessible for them.
- Contribute to work to review quality improvement frameworks, inspection methodology and relevant policies and procedures with the aim of supporting the Care Inspectorate and its scrutiny partners to keep the Promise.
- To participate in relevant internal and external groups and networks, including the Care Inspectorate corporate parenting group.
- Support the delivery of the Care Inspectorate Corporate Parenting Plan (2021-2023) and contribute to reviews of it, to align with The Promise plan 2021-24. Take responsibility for the delivery of relevant improvement actions, to ensure that the plan continues meet the Care Inspectorate's commitment to The Promise.
- Work with Human Resources and Scrutiny and Assurance colleagues to review core competencies and recruitment processes to ensure appropriate inclusion of knowledge and skills in listening to children and young people and collaborative working approaches.
- Work with colleagues from Organisation and Workforce Development and Scrutiny and Assurance to review and, if necessary, put in place core and enhanced learning and development opportunities for inspectors (including children's complaints inspectors)



and strategic inspectors to ensure our workforce is appropriately oriented to The Promise. This will have a particular focus on the foundations of *Voice* and *People*, in being alert to the experiences of children and young people and to enhance the knowledge and skills of others in engaging with and listening to them..

- Work with colleagues in Strategy and Improvement and Scrutiny and Assurance to review the role taken by young inspection volunteers and the support provided to them to make sure they have a meaningful voice in the inspection process
- Work with colleagues in equalities to support the Care Inspectorate's ongoing commitments to the United Nations Conventions on the Rights of the Child (UNCRC). Support the Care Inspectorate to uphold the rights of children and young people and continue to embed destigmatising language and practices across the organisation.
- Contribute to any work led by the involvement team to review the Care Inspectorate's involvement strategy, ensuring that it is strongly influenced by children and young people.
- Establish and maintain constructive working relationships with stakeholders across the health and social care sectors
- Carry out any other reasonable tasks necessary to support the Care Inspectorate's business.

### Relationship Management:

- Contribute to the effective communication of the Care Inspectorate's implementation of The Promise internally, to the children and young people's care sector and to the Scottish Government.
- Demonstrate a commitment to the Care Inspectorate's aims, vision and values and to the Care Inspectorate's overall objective of improving care in Scotland.
- Carry out your duties in accordance with our Health and Safety policies, procedures, guidance, practices and legislative requirements, taking reasonable care for your safety and that of others who may be affected by what you do or fail to do while at work.

### Other Duties

In normal circumstances, this post may be either home or office-based but will in time require travel and may involve overnight stays. This job profile is a broad picture of the post at the date of preparation. It is not an exhaustive list of all possible duties, and it is recognised that this post may evolve over time. Consequently, the post holder will be required to carry out any other duties to the equivalent level that are necessary to fulfil the purpose of the job, and to respond positively to changing business needs.



The post holder will be expected to work autonomously in the main but also within a group, with agreed priorities and objectives. Objectives for this post will be agreed with the relevant line manager and Director and will be reviewed on a regular basis.

This is a temporary post for 18 months. Secondments are welcomed.

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