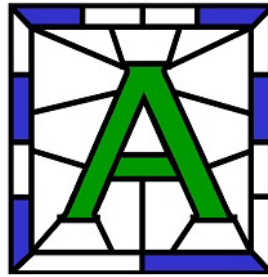


Cowal Peer Independent Advocacy Worker Personal Specification

Job Description and Personal Specification



POST TITLE: Peer Independent Advocacy Worker for the **Recovery Advocacy Project (RAP) Cowal**

SALARY: £16375- £17969

Contract: Until 31st March '27

HOURS: 20 hours

REPORTS TO: Advocacy Practice Lead

LOCATION: Hybrid post, based in Cowal with home working and in person meetings with clients across the Cowal area.

Qualification and job purpose

Lomond and Argyll Advocacy service are looking for a person who has experience of alcohol or substance use, either;

- Personally, and in recovery
- Awareness through a family member or friend
- Working knowledge of substance and alcohol dependency issues

This is a part-time post and will focus on continuing to improve access to independent advocacy and other local supports for people impacted by alcohol or substance issues. The post will also provide rights based *peer* advocacy in line with the Scottish Governments Strategy: *Rights, Respect and Recovery*.

This post requires the successful candidate to apply for membership of the PVG Scheme.

This will be achieved by:

- Undertaking relevant learning and development on a Rights Based Approach in Independent Advocacy
- Working with individuals in line with the Scottish Independent Advocacy Alliance standards and principles.
- Working within the aims of LAAS
- Managing your workload efficiently in accordance with the policies and procedures of LAAS
- Working as an individual, but also as part of a team
- Developing your skills by identifying opportunities for learning
- Promoting and raising awareness of LAAS and its work across Argyll and Bute with a focus on ensuring awareness within services and communities in the Cowal area.
- A working knowledge of Windows Office 365 including Sharepoint.
- Sending and receiving emails and using a range of digital platforms
- Delivering rights based independent advocacy
- Monitoring progress towards specific project targets and outcomes
- Using and developing existing networking techniques to create links with appropriate individuals and groups (statutory and voluntary) to raise awareness of Independent Advocacy

Self-management

The postholder will:

- Take responsibility for implementing policies, procedures and protocols of LAAS into your daily work.
- Take responsibility for personal safety in and out of the office according to LAAS procedures.
- Adhere to the code of practice for independent advocates as stated by the Scottish Independent Advocacy Alliance and LAAS policy.
- Fully participate in your supervision, team meetings and reflective practice sessions.
- Take ownership of your own learning and development.
- Undertake any other duties as reasonably requested by the line manager or member of the leadership team.
- Will work flexibly to the changing demands of the role.

Cowal Peer Independent Advocacy Worker Personal Specification

CATEGORY	ESSENTIAL	DESIRABLE
EXPERIENCE AND UNDERSTANDING	Experience and understanding of the challenges people with substance or alcohol issues face. Knowledge and understanding of the Rights, Respect and Recovery Strategy (Scottish Government 2018) An understanding of working in social care or health sectors and knowledge and experience of Independent Advocacy Experience of working, volunteering or supporting people who face barriers and discrimination through disability, illness or life circumstances. An understanding of the Principles, Standards & Code of Best Practice of Independent Advocacy Knowledge of multi-agency networking within Health and Social Care Partnership, and other third sector organisations.	Previous advocacy experience Understanding of: • Mental Health (Care & Treatment) (Scotland) Act 2003 • Adults with Incapacity (Scotland) Act 2000 • 13za • Adult Support & Protection (Scotland) Act 2007 • Carers (Scotland) Act 2016 • National Care Standards • MAT Standards
GENERAL SKILLS	Effective communication skills, both written and oral Good standard of IT skills and a willingness to learn new systems of work. The ability to manage own case load, good time management and organisational skills. Motivated, enthusiastic, flexible & committed to human rights, inclusion and challenging discrimination.	Knowledge of Sharepoint, Outlook and Microsoft

INDEPENDENT TRAVEL	Current Driving Licence and access to a vehicle	
INTERPERSONAL SKILLS	Good interpersonal skills including: Ability to work in a team Sensitivity/empathy to the needs of others Ability to prioritise work load and demonstrate good time management Ability to liaise with professionals at all levels in a respectful manner while remaining focussed on ensuring client's rights are upheld and their voices heard. Ability to work with people who are experiencing challenges with engagement or difficulty in communicating due to barriers in society. Proactive approach to dealing with issues Listening Skills Non-judgmental	



Lomond & Argyll Advocacy Service
- making sure your voice is heard



Additional Information

Recovery Advocacy Project

Cowal

20 Hours per week

We are seeking an enthusiastic, highly motivated individual to join our friendly independent advocacy team.

The project involves supporting adults challenged by substance or alcohol use to understand their rights and have their voices heard. Operating across the Cowal area of Argyll and Bute, the successful applicant will ensure continued success in this locality through promotion and community engagement. There will be opportunities to further improve the aims and objectives of the project.

If you are passionate about ensuring people's rights are upheld, that they are empowered and treated with fairness and dignity then independent advocacy could be the role for you. This post will focus on assisting people impacted by substance use and alcohol dependency issues. You will support people with a range of issues, e.g. access to health services, social care services and housing services, including signposting individuals to the relevant support services while enabling them to feel empowered and respected. This is an important role as often the individual can feel stigmatised and shamed and having an independent advocate whose only loyalty is to the person they support, can and does assist with developing self-esteem and confidence.

Your core responsibilities will be to offer people information about their rights and available services and to assist them in seeking to have their voices heard and their wishes respected in a variety of settings.

You will be working across the Cowal locality, ensuring access to individuals living across the area.

Most of the working hours will be spent working in the community with the people who seek your support, with some time spent working from your home to join online meetings, record keeping and reports.