

## Just for Kids Law Youth Participation and Campaigning Lead

|  | Role Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
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| <b>Role</b>                                                                       | Youth Participation and Campaigning Lead                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Reporting to:</b>                                                              | Co-Lead of Just for Kids Law/Director of the Children's Rights Alliance for England                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Organisation purpose:</b>                                                      | <p>Just for Kids Law exists to work with and for children and young people to hold those with power to account and fight for wider reform.</p> <p>We do this by providing trauma informed and anti-racist legal representation and advice, taking strategic litigation cases, undertaking policy influencing and equipping others to campaign for children's rights.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Context:</b>                                                                   | <p>Using a child rights framework and evidence from the organisation's direct practice, Just for Kids Law undertakes influential lobbying work at a domestic and international level to ensure children's rights are fully respected, with a thematic policy focus on policing and youth justice.</p> <p>Children and young people's voice is central to Just for Kids Law. We have a proud history of engaging and empowering children and young people with lived experience to campaign for the change they want to see. Children and young people have been part of our strategy development, governance and service development.</p> <p>The Youth Participation and Campaigning Lead is a new role with the opportunity to rebuild our youth participation work. The role sits within the Policy and Campaigning Team and will work closely with the Senior Policy and Public Affairs Advisor.</p>                                                                                                                                                              |
| <b>Role purpose</b>                                                               | <p>The Youth Participation and Campaigning Lead's role is to develop Just for Kids Law's youth participation programme engaging with and developing children and young people with lived experience of policing and the Criminal Legal System. The role will initially support young people between the ages of 12-18 to become social action leaders in transforming policy around the policing of children and young people. The postholder will offer encouragement and assurance to the young people, providing safe spaces for them to discuss their lived experience and to develop and advocate for their ideas for change. Working in partnership with the Senior Policy and Public Affairs Advisor, they will support young people to develop the knowledge, understanding and skills to develop and lead a campaign around the issues they identify as being a priority.</p> <p>The post holder will have significant experience of working with and supporting vulnerable and often marginalised children and young people. They will have the skills</p> |

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|                                          | <p>to provide trauma informed, holistic support to build trust and focus on a young person's personal development as well as their campaigning skills. Placing children at the centre, the goals of the campaign will reflect the direction young people involved wish to take and the support they may require to enable this.</p> <p>The postholder will have the skills to develop good relationships with external youth organisations to recruit young people from different parts of the country and be willing to travel to engage them. Leading this new programme, they will have a chance to really make a mark supporting children to develop and lead campaigns of national significance.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Key accountabilities</b>              | <b>Key activities/tasks</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Programme management and delivery</b> | <p>Direct responsibility for the development and delivery of Just for Kids Law's Youth Participation and Engagement and Participation work, including:</p> <ul style="list-style-type: none"> <li>• recruiting a group of 20-25 children and young people below the age of 18 with lived experience of contact with the police and youth justice system from across the country,</li> <li>• developing a tailored programme of individual and group activities and meetings to build confidence and trust and create a cohesive group</li> <li>• developing the group's skills and understanding of campaigning work and how they can create change</li> <li>• empowering the group to identify which issues within policing are the most pressing to them and should be the focus of a campaign,</li> <li>• supporting the group to develop and implement a full policy and influencing campaign, setting their own change targets and choosing their method of influencing,</li> <li>• supporting young people to participate in policy work (i.e. roundtables, consultations, and media commentary)</li> <li>• securing communications expertise to work with and support the group to create digital and video content to amplify their voices and promote the campaign,</li> <li>• ensuring staff enable young people to engage and participate safely in a way that supports their personal development</li> <li>• monitoring and evaluating the programme to contribute to internal and external reporting requirements</li> <li>• contributing to fundraising applications and the fundraising process</li> <li>• developing relationships with a range of local community organisations and stakeholders.</li> <li>• representing Just for Kids Law at external events and to funders.</li> </ul> |
| <b>Working with young people</b>         | <p>Upholding a positive, empowering approach to work with young people, including:</p> <ul style="list-style-type: none"> <li>• Working respectfully and non-judgementally to engage children and young people who may not be engaging with other services</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |

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|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <ul style="list-style-type: none"> <li>• Being led by the young person and working at their pace</li> <li>• Supporting young people to be as independent and self-directed as possible and encouraging participation when appropriate</li> <li>• Undertaking outcomes-based monitoring of work with young people</li> <li>• Maintaining appropriate, bounded relationships with young people</li> <li>• Acting on safeguarding and risk information in line with Just for Kids Law policies and procedures.</li> </ul>                                                        |
| <b>General responsibilities</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <ul style="list-style-type: none"> <li>• Attending and participating in internal meetings as required</li> <li>• Being a positive, cooperative, and constructive team member, upholding the values of Just for Kids Law</li> <li>• Complying with Just for Kids Law's monitoring and recording requirements</li> <li>• Representing and promoting the organisation's work positively</li> <li>• Carrying out all work with due regard to Just for Kids Law's policies and procedures</li> <li>• Promoting Equality and Diversity principles in all aspects of work</li> </ul> |
| <b>Other duties</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Carrying out any other duties which fall reasonably within this role.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Updating this role description</b><br>This is a description of the job as it is presently constituted. It is the practice of Just for Kids Law to periodically review role descriptions and to update them. This process will be conducted in consultation with you. It is the aim of the organisation to reach agreement on any changes but if agreement cannot be reached, the organisation reserves the right to insist on such changes to your job description, after consultation with you. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

Standing up for kids

JUST FOR KIDS



## Person Specification

|                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Essential<br>(must have in order to carry out the work) | Desirable<br>(not essential but preferable) |
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| <b>Knowledge</b> <ul style="list-style-type: none"> <li>Understanding of the principles and practice of effective youth participation</li> <li>Knowledge of the issues affecting children and young people</li> <li>Knowledge of young people's rights and entitlements</li> <li>Knowledge of services available for young people.</li> </ul>                                                                                                           | <p>x</p> <p>x</p>                                       | <p>x</p> <p>x</p>                           |
| <b>Experience</b> <ul style="list-style-type: none"> <li>Significant experience of engaging children and young people in project delivery and organisational decision making</li> <li>Experience of supporting young people to campaign for change at a local or national level</li> <li>Experience of developing and implementing policy and/or strategy</li> </ul>                                                                                    | <p>x</p> <p>x</p>                                       | <p>x</p>                                    |
| <b>Qualifications and training</b> <ul style="list-style-type: none"> <li>Relevant qualification to the post e.g. coaching, advice and guidance, youth work etc.</li> </ul>                                                                                                                                                                                                                                                                             |                                                         | <p>x</p>                                    |
| <b>Skills and abilities</b> <ul style="list-style-type: none"> <li>Excellent verbal and written communication skills</li> <li>Ability to plan, record and organise work to clear targets</li> <li>Ability to create effective links with professionals in all relevant sectors.</li> </ul>                                                                                                                                                              | <p>x</p> <p>x</p> <p>x</p>                              |                                             |
| <b>Qualities</b> <ul style="list-style-type: none"> <li>Respectful of young people with a belief in their ability to achieve their goals</li> <li>Energetic, self-motivated and organised individual who is prepared to throw themselves into the work of Just for Kids Law, work collaboratively and uphold our mission, vision and values</li> <li>Belief in young people's role in campaigning for change within a rights based framework</li> </ul> | <p>x</p> <p>x</p> <p>x</p>                              |                                             |
| <b>Other requirements</b> <ul style="list-style-type: none"> <li>Prepared to work out of hours when needed</li> <li>Willing to attend training</li> <li>Willing to travel to meet children and young people</li> </ul>                                                                                                                                                                                                                                  | <p>x</p> <p>x</p>                                       | <p>x</p>                                    |

March 2025