

PURE INSIGHT
connecting care leavers



Participation and Policy Lead

Pure Insight are looking to recruit a Participation and Policy Lead

Role	Participation and Policy Lead
Location	Hybrid work arrangement with community and home working (expectation to work alongside young people minimum of 3 days a week) Travel is required across the regions we provide services to (Salford, Stockport, Warrington, Halton and Cheshire East).
Salary	£33,000
Contract	Permanent
Hours	35 – flexible working including some evenings and occasional weekend.
Annual Leave	24 days plus bank holidays, increasing to 26 days after 2 years and then 27 days after 5 years employment
Benefits	<ul style="list-style-type: none"> • A friendly, fun and supportive working environment • Great flexible working options • Extensive learning and professional development opportunities • Employee Assistance Programme • Generous annual leave entitlement of 24 days plus bank holidays • Additional day's leave on your birthday

Pure Insight supports young people leaving care between the age of 16 – 28. We provide a wraparound offer that supports young people in taking control of their lives, feeling connected, and developing a sense of belonging in their community. Over the past 11 years we have grown across Greater Manchester delivering services in Stockport, Salford, Cheshire East, Warrington, and most recently in Halton. In the upcoming years, we plan to extend our services to other local authorities in the surrounding areas. We're proud to have developed nationally recognised best practice programmes alongside young care leavers.

Young People are at the heart of our decision-making, and we have an exciting opportunity to join our team in a new role as Participation and Policy Lead. Your responsibility will be to ensure young people's views, experiences and social action continue to influence service delivery, commissioning, and policy by facilitating innovative, meaningful and co-produced participation activities that create real change.

The role will also take Pure Insight's social action and advocacy to the next level, playing a pivotal role in shaping policy initiatives and influencing decision-makers at local, regional and national levels. You will be an integral part of building on successful initiatives with existing and new partners across central/local government, public sector and VCSE.

Job Description
Growing and developing the Care Experienced Young People Participation Network & Voice – Experts by Experience (EbE)
Lead and develop Pure Insight's participation framework and delivery plans alongside young people and the wider charity. We aim for it to become an expert young person's group to advocate for, and support the development of, best practice for Pure Insight, and regional and national leaving care services.
Develop, support and co-facilitate EbE activity, ensuring inclusive engagement via a flexible approach. Support young people to attend, participate and take part in social action aligned with their interests, ability and development goals.
Design and implement a series of engaging participation events, other 1:1 and group activities agreed by EbE. Use principles of co-production to advance policy and influence priorities, including opportunities for EbE to meet decision-makers.
Design a Young Persons' leadership programme for participation, ensuring EbE members are supported with relevant skill development and training opportunities to contribute happily and effectively.
Co-produce practical guides and content to be shared with partners to help establish new services, improve systems or inform commissioning/policy (e.g., training packages with lived exp delivery, 'how to' consultancy packages, guides & reflections written by care experienced young people).
Assist young people and staff to present at conferences, workshops and other events with key stakeholders locally and nationally.
POLICY/INFLUENCING
Develop relationships with key external organisations and stakeholders, e.g. Local Authorities, Public Bodies, Central Government, Funding Bodies, Campaigning Organisations - identifying and acting on opportunities to contribute to research, policy discussions and reforms related to relevant issues with decision-makers and influencers.
Develop primary participatory research with implementable but aspirational recommendations in a local and national context
Maintain expert knowledge of research findings, legislation, statutory guidance and policy developments relevant to the service area, identifying opportunities to respond, influence and shape the debate.
Research, write, and target influential position papers/best practice statements to shape policy and practice improvements, identifying optimal channels and audiences for maximum impact.
Disseminate best practice models and assist local & regional Care Leaver service design/improvements.
Other
Collaborate with staff members to use the findings from consultations with young people to drive continuous service improvement across Pure Insight.
Work collaboratively with the wider staff team to create engaging content for blogs, campaign emails, case studies, social media and PR.

Report on activity, participation and co-production, maintain data and reporting systems for internal and external stakeholders

Essential Experience/Qualifications / Attributes

We are seeking an individual who can analyse, scrutinise, interpret and present complicated and sometimes contradictory information to a wide range of audiences. It is likely that you will have acquired this skillset through studying to degree level, or through extensive experience of applying this in a work environment.

Experience of planning and delivery of workshops and other participation activities to engage groups of young people in delivering creative outputs.

Experience (minimum 2 years) of engaging young people some of whose behaviour may be viewed as challenging or chaotic, and supporting them to build confidence and participate in meaningful ways.

Excellent interpersonal skills, including the ability to build and maintain strong relationships with a diverse range of people.

Strong communication skills with the ability to express oneself clearly in conversations and interactions with others and in writing.

Understanding of the emotional, psychological and practical issues often faced by care leavers.

Understanding of the principles, practices and methods of youth participation and research, including mechanisms for involving marginalised young people in decision-making and sharing their expertise with others.

A value base that is 'risk aware' and not 'risk averse' and a belief that young people, with the right support, can find the solutions to the challenges they face.

Strong understanding and knowledge of the local authority structures, children's social care system, local and central government decision-making and policy processes.

Ability to analyse both quantitative and qualitative data, complex information, and produce compelling, high-quality, evidence-based reports to influence change

Proven ability to collaborate and strengthen partnerships to promote integrated systems thinking, and gain others' support for ideas, proposals and drive change

Strong problem-solving and time management skills.

Ability to work independently and as part of a team.

Flexible and adaptable work style, including evening and weekend work as needed.

Valid driver's license and reliable transportation.

Desirable

We particularly welcome applications from people with experience of the care system who meet the criteria for the post.

Track record of successfully influencing local and central government.

Experience of working for an organisation supporting young people leaving care.

An understanding of the processes of policy development, and experience of working in a policy team.

PURE INSIGHT IS COMMITTED TO SAFEGUARDING CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS. All successful candidates will be subject to a DBS Check along with other relevant employment checks