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## **Job Title**

Anti-Racist & Pro Black Educator

## **Salary**

£24,000 Full-Time (4 days / week)

Intercultural Youth Scotland operates with a 4-day week, which means that we consider a 32-hour work week to be full time.

The position will include all statutory holiday and sick pay benefits, as well as standard pension contributions.

# Contract Length

December 2021 - March 2023 (all staff contracts are renewed annually from March 31st, dependent on funding)

# Job Location

2 days home office (due to Covid, otherwise Edinburgh or Glasgow office) and 2 days on-location at partner schools.

## **Reports To**

Anti-Racist & Pro Black Education Manager

Applications to be emailed to **recruitment@interculturalyouthscotland.org**

Closing date: **28th October 2021, 12noon**

Interview date: **2nd November**

Induction: **15th & 16th November; Induction Training 29th of November**

Approximate start date: **29th November**

**PLEASE NOTE:** Interviews are scheduled to be held on **2nd November**. If you are not available that day, please let us know a time that suits you via email or in your application.

## **Intercultural Youth Scotland**

Intercultural Youth Scotland (IYS) is rapidly becoming Scotland’s major voice for Black and PoC (People of Colour) children and young people. Established in 2019 as a small youth work organisation oriented towards Black and PoC youths, we have grown as a centre of support, creativity and activism for our community. Our team of 27 staff members – almost all of us Black and PoC young people ourselves – aim to make IYS a community space, a source of support and a champion for all Black and PoC children and young people in Scotland.

## We centre anti-racism and the experiences of Black and PoC young people in schools, at work and in personal lives through our Education, Restless Natives and Youth Work programmes. Our governmental and sectoral advocacy is an extension of these priorities, which focuses on upending the entrenched inequalities and structural exclusion that have cut Black and PoC young people out of decision-making that shapes our lives. When IYS join these spaces of decision-making, we are often the only people present directly engaged and connected into the lives of Black and PoC young people. Our growing presence in Scotland emanates from this unique position – as both an advocacy organisation and community-oriented organisation.

## **Job Overview**

The Educator will be able to work independently, teaching the IYS Anti-racist & Pro Black Education modules and supporting assigned partner schools on their anti-racist journey through pupil and staff guidence and consultation. The Educator will be a resilient and agile individual with a passion for social change, excellent people skills and confidence in facilitating a group of young people. The Educator will support national youth and school community consultations, supporting the team’s efforts towards establishing a youth-led, national reporting racism resource. The Education team works closely together to develop resources and continuously review and refine teaching materials throughout the year. The educator works closely with members of the Education team and indeed to ensure communication and alignment across departments.

**We are looking for someone with...**

* Excellent knowledge and understanding of race and oppressive power structures (historically & on a societal level)
* Experience working with young people.
* Facilitation experience and ability to host workshops and enable learning particularly for young people.
* Understanding of the working of Scottish secondary schools
* Lived experience of racialisation; identifying as Black, indeginous or a person of colour.
* Passion for youth-led learning, decision making and advocacy.
* Knowledge of learner centred and critical pedagogies
* Motivated by sharing anti-racist knowledge in communities and schools in an accessible way.

Desired: an undergraduate degree in a relevant discipline, such as Humanities or Social Sciences.

**We value voluntary and paid experiences equally!** We understand that people have experiences and skills that can’t be captured in formal job experience or qualifications – no matter what your experience level, if you think you’d be a good fit for the job then please apply. We want to see what you’ve got! *(Training and professional development opportunities will be available to the successful applicant.)*

**We particularly encourage dark-skinned people, migrants, LGBT+ people, disabled people and people who experience multiple marginalities to apply!**

**The post-holder must hold an in-date PVG or be happy to undergo a PVG check. (We will help with the process if you do not have a PVG.)**

## **Responsibilities and Duties**

* Delivering the Anti-Racist, Pro-Black Education Programme in up to two partner schools.
* teaching an Anti-racist Pro Black Class
* running an anti-racist lunch club
* facilitating young people led action in the school
* providing 1-1 support for any member of the school community
* providing curriculum & departmental support
* supporting teacher professional development opportunities led by the school
* Take the role of “critical friend in the partner school” and advocate for the improvement of policies, systems and responses with regard to racist incidents and hate crimes.
* Developing racial and social justice education materials and enhancing the IYS Education curriculum for young people, teaching staff and youth workers.
* Uphold Intercultural Youth Scotland’s child protection duties, reporting concerns to the Child Protection Officer.
* Conceptualize and deliver organization internal training and learning opportunities for staff (occasional)
* To support the Programme’s advocacy strategy, through supporting national consultation and facilitating youth participation and youth leadership.
* To ensure that the needs of young people are taken into account when developing ways to support them to participate fully in the project.
* Maintain relationship between Intercultural Youth Scotland and the partner school, in coordination with relevant Intercultural Youth Scotland teams, including Management and Restless Natives.
* To work as part of the team to review and evaluate service provision, ensuring continued improvements are applied and program outputs are monitored and evidenced to support IYS Education Programme’s continuous funding and sustainability.

**General Accountabilities**

1. This post is subject to an Enhanced criminal record disclosure check. This will be applied for through the relevant disclosure body depending on the geographic location of the role.
2. Achieve the highest standards of safeguarding, whether through direct care provision or support activities to the children and young people who come into contact with our services, or by appropriately reporting concerns about any child or young person.
3. To promote equality, inclusion, respect and fairness and where applicable to manage diversity in all areas of planning and service delivery, through an active involvement in implementing our equality and diversity policy.
4. To commit to IYS’s core aim of ‘keeping the child at the centre’, and to promote and incorporate IYS’s Participation Strategy as appropriate to your role.
5. To be familiar with and comply with Health & Safety procedures and policy. In the event of any serious risk, take immediate action to reduce this risk and inform line management.
6. IYS operates within a constantly changing environment and as such work priorities and targets may change. Management reserves the right to make reasonable changes to the job purpose and accountabilities.
7. Such other duties that occasionally arise, which fall within the purpose of the post.
8. To work cross functionally with other departments and countries to ensure that IYS’ Values and strategic objectives are achieved.

**Application Form**

If you wish to be considered for one of our vacancies, please complete this application in full and return it by the specified closing date/time to recruitment@interculturalyouthscotland.org CVs will not be accepted. Please refer to the **job description** when you complete the personal statement section.

Please be aware that if there is a large volume of applications, Intercultural Youth Scotland may not inform candidates of the outcome of their application. If you have not heard from us within four weeks of the closing date, please assume that you have not been successful in your application.

Data Protection Notice: Intercultural Youth Scotland will use this information solely for the intended reason it was gathered. All copies, physical and electronic, will be destroyed six months after the closing date if the applicant is unsuccessful.

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| **Important** − **read carefully before submitting application**  I certify that all statements made by me in this form are true and complete to the best of my knowledge. I realise that if I am employed and it is found that such information is untrue, my appointment may be reviewed and this could lead to dismissal. | |
| **Position applied for:** | |
| **1. Personal details:** | |
| First name: | Surname: |
| Address:      Postcode: | Tel (home):  Tel (mobile):  Email: |

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| **2. Employment history:** | |
| Name of current/most recent employer:      Address: | Dates employed:  From:  To:    Present salary:    Notice period: none |
| Position held: | |

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| Outline of main duties and responsibilities: | |
| Reason for leaving or considering leaving: | |
| **Previous employment:** | |
| Dates of employment:  From/to: | Employer: |
| Main duties/responsibilities: | |

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| Reason for leaving:  Dates of employment:  Employer:  From/to: Job title: |
| Main duties/responsibilities: |
| Reason for leaving:  Dates of employment:  Employer:  From/to: Job title: |
| Main duties/responsibilities: |
| Reason for leaving:  Dates of employment:  Employer:  From/to:  Job title: |
| Main duties/responsibilities: |
| Reason for leaving: |
| **3. Education** |
| **Further/Higher Education** |
| Institution’s name: |

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| --- | --- | --- | --- | --- |
| Qualification | | Subjects(s) | Grade and year obtained | |
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| **Further/Higher Education** | | | | |
| Institution’s Name: | | | | |
| Qualification | | Subjects(s) | Grade and year obtained | |
|  | |  |  | |
| **Secondary Education** | | | | |
| Institution’s name: | | | | |
| Qualification | | Subjects(s) | Grade and year obtained | |
|  | |  |  | |
| **Membership of professional bodies** | | | | |
| Name of institution | Description of membership | | | Date awarded |
|  |  | | |  |
| **Specialised training (relevant to your application)** | | | | |
| Such as further study (private, postgraduate), Continuing Professional Development (CPD) - give any qualifications obtained and date of award | | | | |

4. **Personal statement**:

Use this section to show how your skills and experience **match the criteria indicated in the overview and responsibilities**. You should do this by **providing examples** to evidence how your **skills and experience** meet the job requirements. (Please limit this section to no more than 2 pages (of Arial 12pt font)

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| **5. Other information** |
| Please use this section to provide any additional information you feel is relevant to your application e.g. voluntary work, personal achievements, other interests |
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| **6. References** |
| Please provide us two professional references. One must be your current/most recent employer. We will not contact referees without seeking advance permission from the applicant. |
| **Employer’s name:**  Referee’s name:  Position:  Address:  Phone number:  Email:  Relation to applicant:  **Employer’s name:**  Referee’s name:  Position:  Address:  Phone number:  Email:  Relation to applicant: |

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| **7. Additional information:** (Delete as appropriate) |
| Do you have a full and current Driving Licence? |
| Do you require a Work Permit to work in the UK? |

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| *Please note our roles are subject to Disclosure Scotland clearance and you will be required to produce your certificate if you are appointed to the role or apply for such clearance prior to being confirmed in post.* |
| **How did you first become aware of this vacancy? Please indicate only one.** ☐ **(Please specify) .........................** |