

Pastoral Support Worker for Impactful Parents Project Information Pack

Thank you for your interest in applying to work with Impact Arts.

This pack outlines:

- Summary of Job Information
- The application process
- Who we are
- Further detailed information about the role of Pastoral Support Worker
- The benefits of working with Impact Arts

Summary of Job Information

Job Title	Pastoral Support Worker
Salary	£24,558 - £26,500 per annum (£14,734.80 - £15,900 pro rata for 22.5 hours per week) Please note, it is Impact Arts' policy to start new staff at the lower end of the salary scale
Location	60 Bank Street, Irvine, KA12 0LP
Travel	May be required between Impact Arts projects
Reporting to	Programme Manager
Responsible for	N/A
Duration of contract	Fixed term contract until 31 st March 2024
Working Hours	22.5 hours per week over 3 days: Monday – Wednesday between 9am – 5pm
Closing Date	Monday 4 th December 2023 at 9am
Interview Dates	We will aim to hold interviews on 7 th / 8 th / 11 th December. The exact date will be confirmed in due course.
Expected Start Date	5 th January 2024



Impact Arts are happy to discuss any flexible working requests.

Glasgow & The West

Impact Arts
105 Brunswick Street,
Glasgow G1 1TF

T: 0141 575 3001

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60 Bank Street
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The Application Process

Please click this link to download an application form: [Impact Arts application form](#)

An equality and diversity monitoring form is also available on our website. Completion of this is encouraged but is voluntary. All data collected is confidential and will only be used for monitoring purposes.

Please be as specific as possible in your answers, as shortlisting will be based on the information you supply. CVs will not be considered.

The deadline for applications is **Monday 4th December at 9am**. Please submit completed applications to jobs@impactarts.co.uk by this deadline.

If you are invited to interview, we will liaise with you to arrange a time that suits and endeavour to accommodate any other work or caring responsibilities you may have.

We will share interview questions in advance and confirm who will be interviewing you.

If you have any queries or would like to discuss the role in more detail, please contact jobs@impactarts.co.uk or call 0141 575 3001.

Reasonable Adjustments

In all of our work, Impact Arts aims to tackle the inequalities that exist in Scotland and to ensure everyone has equal opportunity. We encourage all applications for this post, and welcome all people no matter their age, race, gender, sex, sexual orientation, religion or belief, class, cultural background, disability, marital status, pregnancy or maternity status.

We want to make sure that recruitment processes are not barriers for applicants, so if you have any accessibility needs in regards to any parts of this process (or want to discuss alternative ways to share your skills and relevant experience), please get in touch with jobs@impactarts.co.uk or 0141 575 3001.

If you are successful and offered a job, we will also discuss ongoing reasonable adjustments before you start work.

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Who we are

Established in 1994, Impact Arts is an innovative Scottish arts charity tackling inequalities in a diverse range of communities through unique creative engagement techniques, including painting, drawing, printmaking, sculpture, photography, filmmaking, animation, and music.

Impact Arts specialises in using creative engagement to address the challenges of poverty, improve health and as a way to excite, involve and deliver meaningful impacts for each member of the communities we work in. The common challenge faced by all is that of poverty and its side effects, particularly poor mental health and life chances.

It is our mission to tackle inequalities in Scotland through creative engagement and we envisage a Scotland where everybody believes in the power of creativity to transform lives.

In 2020/2021 over 7,000 people actively engaged with Impact Arts in creative activity and over 3,000 workshop sessions were delivered. You can learn more about [Our Impact](#) here.

To achieve our aim of tackling inequalities through creative engagement, Impact Arts offers a number of services, including those working with young people, children, older people and communities. For further information on [What We Do](#) please visit our website.

Impact Arts aim to attract and retain the best possible people to work with us to realise our vision for a Scotland where everyone values and benefits from the power of creativity to transform lives and our mission to tackle inequalities in Scotland through creative engagement.

We have over 50 staff and 80 sessional artists working on services across Central Scotland with our Head Office in Glasgow City Centre as well as a permanent base in Irvine, North Ayrshire, and services currently offered in Edinburgh, North Lanarkshire, Renfrewshire, West Dunbartonshire, Falkirk and East Ayrshire.

As a compassionate organisation we care about our staff and have a range of employee benefits that make Impact Arts a great place to work. More information about the [benefits of working with us](#) can be found on our website.

We work with multiple partners and funders all with a strong shared ethos that #artchangeslives. We are supported on an annual basis by over 40 funders including Scottish Government, CashBack for Communities, Creative Scotland, National Lottery Community Fund, multiple local authorities, as well as a range of other foundations and trusts such as the Corra Foundation and Robertson Trust.

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Our Values

Inclusive

We are non-judgmental and embrace diversity

Creative

We are artists, makers, thinkers and innovators

Kind

We are compassionate, caring and person-centered

Brave

We are bold and ambitious and embrace challenges

Fun!

We love to play and bring joy to people's lives

Detailed information about the Role of Pastoral Support Worker (Impactful Parents)

Background to the position

Impactful Parents is an innovative creative employability programme newly developed by Impact Arts, aimed at unemployed parents from some of North Ayrshire's most disadvantaged communities. The programme will operate out of our central premises on Bank St, Irvine. It has been designed as a fun, non-traditional Stage 1-2 employability programme which embeds creativity in all planned activities, with an emphasis on using visual arts to improve parents' health and wellbeing, using performance/drama to develop core employability skills and in providing support with home making (such as sessions in making small items for the home or joint parent-child creative play activities).

During the 12 week project each participant will receive intensive engagement and training support from a dedicated Creative Lead Tutor and Pastoral Support Worker enabling individuals to advance their practical and interpersonal skills whilst developing key creative skills.

Participants will receive training and gain new artistic and practical creative skills throughout the project, for example woodworking or furniture upcycling, fashion or design, landscaping or landscape design skills etc.

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All participants will be provided with one-to-one support with progression planning such as CV writing, self-employment guidance where applicable, as well as job searching/matching.

Your Role

Purpose

To support parents attending 'Impactful Parents' to achieve their outcomes and to progress on to further education, training or employment.

To lead on continuous improvements of programmes, ensuring high quality social outcomes and meeting stakeholders' expectations

Main Responsibilities:

- To be the first point of support and contact for participants engaging in Impact Arts' creative programmes
- To actively support parents to attend the programme and actively take steps to remove any barriers for regular attendance
- To create a structured accreditation plan and deliver to this plan, in partnership with the Creative Lead
- To create an individual progression and development plan for each participant you work with and support them to achieve this in line with the project outcomes through 1-2-1 meetings
- Regular updates and reporting to Project Co-ordinators and/or Programme Manager to ensure targets and outcomes are being met and to raise any concerns
- Responsible for day-to-day administration (and Salesforce data entry, where appropriate) when projects are live i.e. registers/participant evaluation /participant travel costs and expenses/project evaluation/case studies /internal communications, alongside the Creative Lead
- To research and connect with progression and personal development opportunities for participants in their local area and beyond
- To support participants emotional and mental wellbeing
- Responsible for implementing Impact Arts' Child and Vulnerable Adult Protection Policies and following all procedures to do with Safeguarding in line with best practice
- To research and create information for external support services in relevant local authorities to allow us to signpost participants as and when necessary
- To deliver and/or identify issue-based training to participants as and when required
- To successfully engage with local community stakeholders and partner organisations, developing strong relationships that maximise the opportunities for our participants

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- To lead on the continuous improvement of programmes, ensuring consistency of approach throughout Impact Arts and developing new ideas

Person Specification:

Impact Arts is looking for people with the following qualities, experience, knowledge and competencies.

Qualifications and Experience

SCQF level 9 in a relevant discipline

Relevant qualifications/experience with a specific industry is desirable.

At least 2 years' experience in delivering support work/wellbeing activities in diverse community settings

Technical Skills and Knowledge

Competent IT skills including MS Word, Excel, PowerPoint and Outlook

Good time management skills and ability to meet deadlines

Ability to manage budgets

Personal Skills and Qualities

Excellent interpersonal skills

Approachable and empathetic manner

Energy and commitment

Imaginative

Excellent communication skills

Excellent self-management, organisational and planning skills

Good time management skills and ability to meet deadlines

Self-motivated and able to work on own initiative, analysing and solving problems

Strong team player, allowing everyone to play to strengths

Ability to generate new ideas to develop the project

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Disclosure Scotland

Successful candidates will be required to join the PVG scheme or to apply for a PVG update / undergo a Basic Disclosure check.

The cost of this will be covered by Impact Arts.

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