

<ul style="list-style-type: none"> ▪ Supporting policy development or contributing to guidance that embeds inclusive practice. ▪ Using Microsoft 365 tools and digital reporting systems to support EDI work and communication. <p>Knowledge of the following:</p> <ul style="list-style-type: none"> ▪ Demonstrable knowledge of the Equality Act 2010, Public Sector Equality Duties and inclusive practice. ▪ Understanding of intersectionality and how overlapping identities influence lived experience. ▪ Awareness of trauma informed, rights based and inclusive approaches relevant to children's services. 	<p>√</p> <p>√</p> <p>√</p> <p>√</p>		
<p>SKILLS & QUALITIES ALIGNED TO SCRA'S VALUES AND INCLUSIVE STANDARDS AND BEHAVIOURS FRAMEWORK</p>			<p>Application & Interview</p>
<p>Value: Supportive Behaviour: Working Together; Developing Self and others</p>			
<ul style="list-style-type: none"> ▪ Ability to build trusting relationships, work collaboratively and contribute positively to a team culture across SCRA. ▪ Supports colleagues with empathy, emotional intelligence and professionalism. ▪ Contributes positively to a culture of learning, collaboration and shared purpose. 	<p>√</p> <p>√</p> <p>√</p>		
<p>Value: Child Centred Behaviour: Delivering a Quality Service</p>			
<ul style="list-style-type: none"> ▪ Able to manage sensitive or emotionally challenging issues with discretion and professionalism. ▪ Strong organisational and time-management skills, with the ability to maintain attention to detail while managing competing priorities. ▪ Committed to high quality, inclusive service delivery aligned to SCRA's purpose. 	<p>√</p> <p>√</p> <p>√</p>		

<ul style="list-style-type: none"> ▪ Applies inclusive and rights-based considerations to decision-making and problem-solving. <p>Value: Respectful Behaviour: Communicating and Influencing</p> <ul style="list-style-type: none"> ▪ Skilled communicator able to engage confidently, sensitively and respectfully with colleagues at all levels and from diverse backgrounds (written, verbal and digital) ▪ Works collaboratively and builds positive working relationships with diverse internal and external stakeholders. ▪ Able to provide clear, evidence-based advice and influence inclusive practice. ▪ Adapts communication approaches to diverse audiences and access needs. <p>Value: Accountable Behaviour: Leadership & Decision Making; Changing & Improving</p> <ul style="list-style-type: none"> ▪ Able to analyse data and evidence to inform decisions and identify risk. ▪ Demonstrates initiative, judgement and a proactive, solutions-focused approach. ▪ Embraces continuous improvement and constructively challenges barriers to inclusion. ▪ Demonstrates behaviours consistent with SCRA's Inclusive Standards & Behaviours Framework, applying these in day-to-day interactions, decisions and inclusive practice. 	<p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p>		
<p>Other Requirements</p> <p>Flexible with regard to working hours</p> <p>Ability to travel between offices when required</p> <p>Fitness for work *Medical questionnaire assessed by independent occupational health service must be completed (fitness for work will incorporate reasonable adjustments).</p>	<p>√</p> <p>√</p> <p>√</p>		<p>Interview</p> <p>Interview</p> <p>External assessment</p>