Spina Bifida Hydrocephalus Scotland

Job description: Creative Activities Worker

The role

You will be helping children and young people with spina bifida and hydrocephalus feel unstoppable.

We believe every child and young person deserves opportunities to be creative, make connections, build confidence, and reach their potential.

As Creative Activities Worker, you will develop and deliver regular inclusive activities for children and young people. Working closely with families, schools, community organisations, and partner agencies, you will create opportunities that promote creativity, wellbeing, participation, and positive experiences.

You will coordinate a regular programme of activities designed to help children and young people with our conditions explore their creativity and support their wellbeing.

We are looking for someone who is enthusiastic, creative, and committed to helping children and young people thrive.

What Spina Bifida Hydrocephalus Scotland can offer you

Flexibility – We offer flexible working, including the opportunity to work from home or around caring responsibilities.

Supportive colleagues enabling you to express yourself – Our team values teamwork, learning, and continuous improvement. SBH Scotland staff gave a median score of 8 out of 10 for feeling supported to take risks with new ideas.

We also offer: Workplace pension scheme; salary sacrifice scheme; death in service benefit; childcare voucher scheme; paid Carers Leave; 30 days annual leave entitlement and 4 days Public Holidays; an additional day off for your birthday and wellbeing days.

We strongly encourage applications from disabled people and those with lived experience of disability or caring responsibilities. SBH Scotland is a Disability Confident employer.

Role reports to: Senior Support Lead (Children and families)

Place of Work: Hybrid – Home / Dan Young Building, Cumbernauld.

Working Hours: 28 hours per week. This role will necessitate working some hours outside normal office hours, including evenings and weekends, to deliver group sessions and outings.

This post is fixed term for a period of two years and is subject to continued funding.

Salary: £20,782 per annum (£25,977 full-time equivalent).

Spina Bifida Hydrocephalus Scotland

Closing date: Monday 7th December 2026

Proposed interview date: 14th or 15th December 2026

Key duties and responsibilities

To be as unstoppable as the children and young people we support

- Coordinate and deliver a programme of regular activities designed to inspire children and young people to explore their creativity.
- Develop engaging projects, workshops, events, and resources that meet the needs and interests of children and young people.
- Provide individual support, information and guidance to children, young people, and their families.
- Empower children and young people to express their views, develop self-confidence, and participate in decisions that affect them.
- Support children and young people to build friendships, develop new skills, and achieve their personal goals.
- Create opportunities for children and young people to engage with their communities and take part in positive experiences.

To be a team player who unifies people around our cause

- Liaise and work in partnership with schools, statutory services, community organisations, and other partners to develop opportunities and resources for children, young people, and families.
- Contribute to the development of a comprehensive library of creative activities, resources and information that supports engagement, learning and wellbeing.
- Work collaboratively with colleagues across the organisation to ensure a high-quality, person-centred service.
- Work with fundraising and communications colleagues to identify stories, achievements and impact that promote the work of the charity and inspire service users, families, supporters, and stakeholders.
- Represent the organisation at events, meetings and networking opportunities, raising awareness of the needs and experiences of children and young people with spina bifida and hydrocephalus.
- Support the development of new partnerships that enhance opportunities and outcomes for children, young people, and families.

A commitment to continuous learning and improvement

- Maintain accurate, up-to-date, and secure records of all service delivery and engagement activities.
- Gather feedback from children, young people, and families to evaluate the impact of activities and inform service development.
- Contribute to monitoring, evaluation, and reporting to demonstrate outcomes and impact.
- Apply learning from feedback and experience to continually improve activities, resources, and services.
- Ensure safeguarding, child protection and wellbeing concerns are identified, reported, and recorded in line with organisational policies and procedures.
- Keep up to date with relevant developments, good practice and opportunities that support children and young people's wellbeing, participation, and inclusion.

Person Specification – Creative Activities Worker

	Essential	**Desirable**
Qualifications/ Education	• HNC or equivalent in Youth Work, Community Learning and Development, Childhood Practice,	• Training in safeguarding, child protection, first aid, or wellbeing.

	Education, Health & Social Care, Arts or a related field, or equivalent relevant skills and experience. • Experience supporting disabled children and young people, those with additional support needs or long-term health conditions. • Full driving licence and access to a vehicle for business use.	• Experience developing creative resources, activity packs, or participation projects. • Experience working in the charity, community or third sector.
Knowledge	• Understanding of the needs of children and young people, including those with disabilities and additional support needs. • Knowledge of barriers to participation and inclusion. • Understanding of safeguarding and child protection responsibilities. • Knowledge of person-centred and rights-based approaches.	• Knowledge of Spina Bifida and Hydrocephalus. • Understanding of GIRFEC and the SHANARRI wellbeing indicators. • Knowledge of health, education, social care, and third-sector support services. • Awareness of neurodiversity and additional support needs. • Knowledge of creative engagement

	• Competent in the use of databases, social media, and digital communication tools. • Understanding of equality, diversity, and inclusion.	and participation approaches. • Understanding of the challenges faced by families and carers.
Abilities and Skills	• Excellent communication and interpersonal skills. • Ability to build positive relationships with children, young people, families, and partner organisations. • Strong facilitation skills, including planning and delivering activities, workshops, and group sessions.	• Experience developing creative resources, activity packs, or learning materials. • Experience using digital platforms to engage children, young people, and families. • Experience supporting participation, consultation, or co-production activities.

	• Ability to engage, motivate and support children and young people with diverse needs. • Strong organisational and time management skills. • Ability to work independently and use initiative. • Ability to work collaboratively as part of a team. • Ability to maintain accurate records and manage information confidentially. • Ability to identify and respond appropriately to safeguarding concerns.	• Experience building partnerships with schools, community organisations, and other agencies. • Creative skills that enhance engagement and participation.

Personal Qualities	• A fun, engaging and approachable personality that helps children and young people feel comfortable and included. • Passionate about supporting children and young people to achieve their potential. • Creative, energetic, and enthusiastic, with the ability to make activities engaging and enjoyable. • Empathetic and committed to a child-centred approach. • Positive, adaptable, and resilient. • Proactive and able to use initiative. • Committed to equality, diversity, and inclusion.	

	• Willingness to learn, develop and embrace innovative ideas.	