

Job Description



Job Title:	Children and Young Person's Worker	Department:	Devon Services
Reports to:	Education and Recovery Team Manager	Salary:	£23,088 - £26,164 per annum
Accountable to:	Education and Recovery Team Manager	Hours:	37 hours per week
Responsible for:	N/A	Location:	Devon – travel required across the county

Main purpose of the Job

The Children and Young Person's Worker will work within a multi-agency system to provide a trauma informed, proactive, person centered service for young people and their families who have experienced domestic abuse, empowering choice through informed decision making.

Our Education and Recovery Team brings together dynamic, passionate and committed individuals who share a common focus on delivering high quality, person-centered and trauma informed support to children and young people. The team have a responsibility to work with multi-agency partners, building awareness and understanding of domestic abuse.

Key elements of the role include:

- Providing practical and emotional support and outreach to children and young people.
- Risk assessing and helping to keep young people safe through safety planning.
- Ensuring the voice of children and young people informs every stage of our support provision.
- Delivering educational, time-bound, sessions.
- Enabling children and young people to access statutory and other services where appropriate.
- Engaging with and supporting the MARAC (Multi Agency Risk Assessment Conference) and MASH (Multi Agency Safeguarding Hub) process, to ensure that the voice of victims is heard.

- Managing a caseload and working proactively to support children and young people and their families.
- Facilitating early intervention.
- Raising awareness of children and young people's needs who have been impacted by domestic abuse.
- Working with multi-agency partners and the wider FearFree service provision.

Main Responsibilities and Tasks

Key responsibilities:

- Provide a high-quality, person centred, trauma informed service and empowerment to those who need it.
- Effectively manage a caseload of Children and Young People (CYP).
- Completing initial assessments of CYP's needs.
- Collaboratively develop support plans with CYP to meet their needs.
- Assess and managing risks to services users, colleagues, and self.
- Work with multi-agency partners to meet service users' needs.
- Have an understanding of multi-agency partners services.
- Work with schools and education establishments to ensure support offered is appropriate, planned and coordinated.
- Uphold, promote and work within safeguarding principles and practice.
- Support children and young people to develop an increased understanding of the impact of their experiences relating to domestic abuse.
- Respond to crises with a focus on children and young people's wellbeing and safeguarding.
- Support the development of self-awareness, confidence and participation of children and young people.
- Support children and young people's participation in the design, delivery, and evaluation of services.
- Ensure resources and services meet children and young people's specific needs.
- Support the development of services and resources.
- To understand and work effectively within a multi-agency framework, consisting of the MARAC and local partnership responses to domestic abuse, in order to reduce the risk for service users and their families.
- Empower service users to make decisions about their life through advocacy and providing information.
- To recognise, respect and address the needs of service users who face barriers when seeking help to access the service, including those from different ethnic and cultural backgrounds, LGBT communities, disabled people, those with complex needs and other groups which services have found difficult to reach.
- Accompany service users, when needed, to other relevant agencies and support them in their interactions with these agencies.

- To work alongside colleagues to deliver a whole family approach, including colleagues in other teams and locations.
- Be proactive with your line manager to carry out periodic case reviews.
- Help maintain accurate and confidential case management records and contribute to monitoring information for the service.
- Attend children's social care meetings as required, including Child Protection Conferences, Core Groups, Team Around the Family and Strategy Discussions.

General

- Remain up to date and concordant with organisational procedures, policies and professional code of conduct, upholding standards of best practice.
- Attend and contribute to team meetings.
- Contribute to effective team working with a flexible and pro-active approach, including cover for other team members' holidays and sickness where required.
- Undertake agreed training and keep updated on changes in legislation, policy, and best practice.
- To support additional duties at your team managers discretion.

Other

Confidentiality and Data Protection

All employees must ensure that essential information of a sensitive and/or personal nature is not disclosed to, or discussed with, inappropriate persons and that all information is maintained in accordance with the GDPR and other related legislation/requirements.

Equality and Diversity

FearFree is committed to encouraging equality, diversity and inclusion among our workforce and our service users, and eliminating unlawful discrimination. The aim is for our workforce to be truly representative of all sections of society and our service users, and for each employee to feel respected and able to give their best. The role has the responsibility to ensure all duties and responsibilities are carried out in a manner which promotes FearFree's Equality, Diversity and Inclusion policy.

Health and Safety

All individual employees are required to promote a health and safety culture within the workplace, observe all health and safety rules and procedures and attend training courses as required and where appropriate conduct risk assessments e.g. VDU, maternity, lone working, H&S audits etc.

Policies and Procedures

Responsibility for formulating, updating and monitoring relevant FearFree policies and procedures, updating manuals as and when required, ensuring that support staff have appropriate access to them and record sightings of updates.

All employees need to be aware of all FearFree’s policies and procedures and work within them at all times.

Safeguarding / Disclosure and Barring Service

FearFree is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment and bring any concerns (whether in respect of service users or members of staff) to the attention of Safeguarding leads immediately. This role will require an enhanced DBS check.

Person specification

Requirements		Essential (E) / Desirable (D)
Education and qualifications	Good standard of general education	E
	Higher level education or similar/ relevant professional qualifications	D
	Relevant training	D
Experience	Experience of conducting needs and risk assessments	E
	Experience of managing risk	E
	Experience of providing needs-led support to clients with a variety of support needs	E
	Experience of building and maintaining partnerships with other agencies	E
	Experience in working with vulnerable people and/ or children and young people	E
	Experience of working within a multi-disciplinary service or multi-agency network.	D
	Experience of working with victims of domestic abuse	D
Knowledge	Knowledge and understanding of the issues facing people who have experienced domestic abuse and its impact	D
	Knowledge of child protection and safeguarding	E
	Knowledge of domestic abuse legislation, including civil and criminal law remedies available to survivors	D
	An understanding of the needs of people from diverse backgrounds affected by domestic abuse	D

	Knowledge of relevant statutory services and legislation	D
	An understanding of confidentiality principles	E
	Knowledge and understanding of trauma and its impact	D
Skills and abilities	Ability to work under pressure	E
	Ability to plan own workload, manage time effectively and deal with changing and competing demands	E
	Ability to think creatively and show initiative	E
	Ability to communicate with distressed people empathically	E
	Ability to establish and maintain appropriate boundaries	E
	Ability to establish and maintain professional working relationships with both clients and other professionals	E
	Ability to communicate effectively with a range of professionals	E
	Ability to instill confidence in other professions	E
	Strong verbal and written communication skills	E
	Ability to maintain effective administrative and monitoring systems	E
	Ability to work in a self-directed manor where required	E
	Ability to support people with a non-directive approach	E
	Ability to use email, Microsoft Office and other relevant IT systems.	E
	Reliable and trustworthy	E
Attitude and presentation	Efficient and punctual	E
	Non-judgmental	E
	Willingness to critically assess own performance and reflect on own practice	E
	Understanding of and commitment to equal opportunities	E
	Willingness to undertake further training as required	E
	A commitment to making a positive difference	E
	A willingness to travel across Wiltshire as and when required	E
	Flexible in approach	E