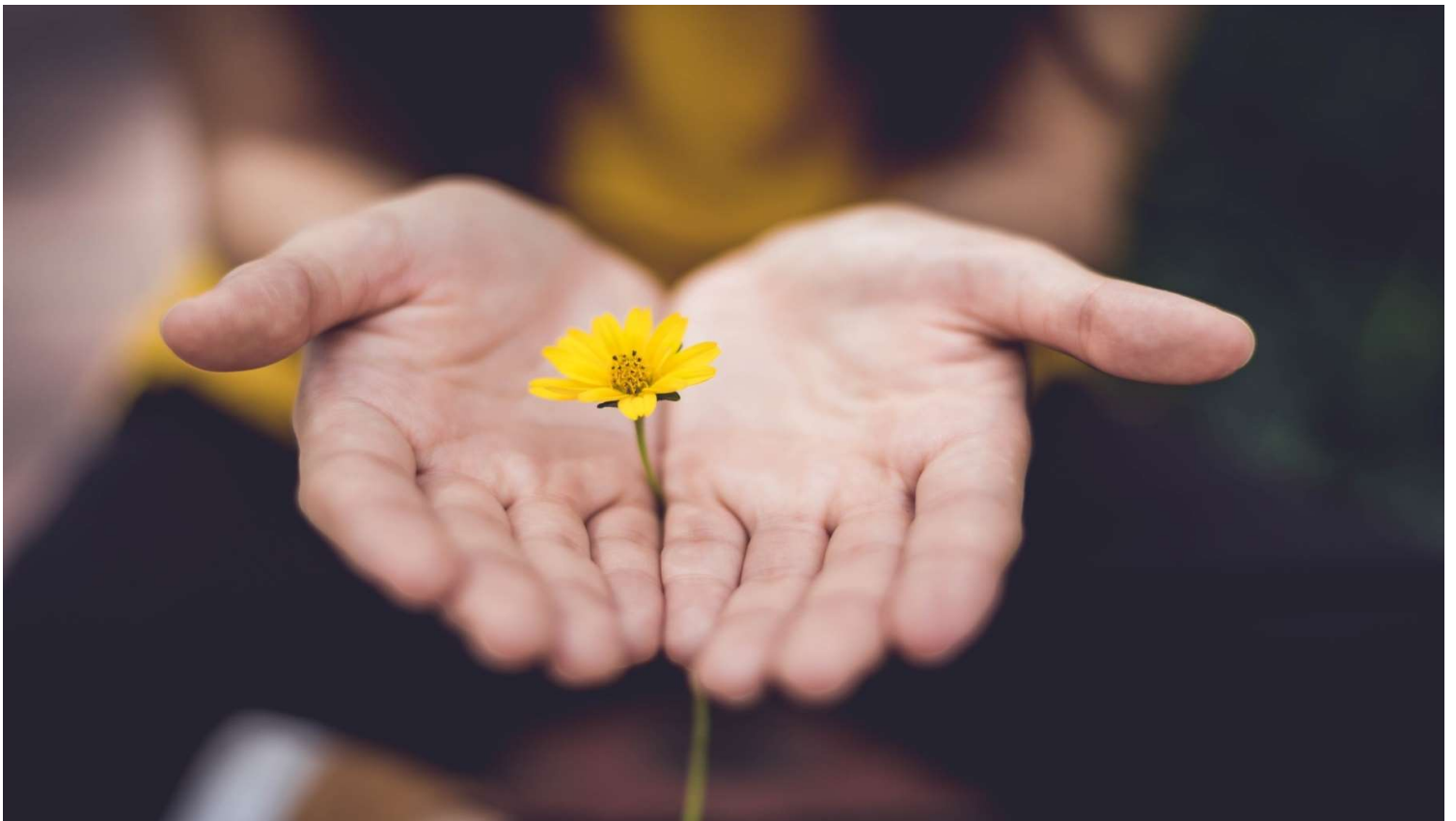




# CANDIDATE PACK



# EAST SURREY DOMESTIC ABUSE SERVICES

East Surrey Domestic Abuse Services (ESDAS) is an independent charity providing specialist outreach services and support to survivors of domestic abuse and their children in the borough of Reigate & Banstead and the districts of Mole Valley and Tandridge. Support is provided to children utilising trauma informed approaches to reduce trauma symptoms and distress in children impacted by domestic abuse.

Our charity was created in partnership with survivors and the local community in response to the injustice many adult and child survivors experienced particularly in having to flee their homes to escape abuse and therefore losing their support networks.

Many of our staff, volunteers and trustee team are experts by experience and all are driven by the belief that abuse is not and should not be accepted as inevitable.

Founded in 1993, ESDAS has a proven track record of delivering high quality life-saving services to survivors and their children and our work has achieved both local and national recognition including:

- **2022** Women's Aid Federation England National Quality Standards Stage 1 accreditation
- **2019** Winners of the Glaxo Smith-Kline IMPACT Award
- **2019** ESDAS Chief Executive Officer awarded an MBE for her services to survivors of domestic abuse
- **2017** National pilot for Women's Aid "Change That Lasts" programme
- **2016** Chosen as key partner in a national "Transforming Women's Justice" project to address the systemic criminalisation of women
- **2014** Appointed Lead Provider of a partnership of specialist domestic abuse charities across Surrey
- **2005** Awarded the Queens Award for Voluntary Service in the Community, the highest award granted to voluntary organisations

## WHO WE ARE LOOKING FOR

Are you passionate about ending domestic abuse and social injustice? Can you help ESDAS not only to sustain its current life-saving services but also to develop and expand the support it provides to children impacted by domestic abuse?

We are looking for committed individuals who have experience of working with children who want to play their part in ending the social injustice for families of domestic abuse and violence.

Our ambition is to work together to promote a more inclusive environment and we want our staff to be reflective of the community we serve. We encourage applications from women of all backgrounds and communities and are committed to having a team that is diverse in terms of skills, experiences, and abilities. We particularly encourage applications from disabled and Black, Asian and Minority ethnic women as these groups are currently underrepresented in our organisation.

*PLEASE NOTE: These posts are restricted to female applicants in accordance with Schedule 9 (part 1) of the Equality Act 2010*

## HOW TO APPLY

Please complete our **Application Form** (which is available from the Jobs Section of our website [www.esdas.org.uk](http://www.esdas.org.uk)) and email the completed form to [support@esdas.org.uk](mailto:support@esdas.org.uk)

(We follow NSPCC Safer Recruitment Guidance and therefore **CVs will NOT be accepted** so you must complete the Application Form enclosed at the end of this Candidate Pack)

If you have any questions or would like to arrange an informal conversation with our Children's Team Leader, please contact [support@esdas.org.uk](mailto:support@esdas.org.uk)

We are recruiting for several vacancies for Domestic Abuse Adult and Children's worker roles at the moment. So, please apply promptly as we may close vacancies at short notice.

**JOB DESCRIPTION**

<b>POST TITLE</b>	Children's Domestic Abuse Worker
<b>HOURS</b>	28 hours a week
<b>SALARY</b>	£20,000 per annum for 28 hours a week (reduced hours may be possible by agreement)
<b>DURATION</b>	2-year fixed term post, with the possibility of becoming a permanent position after 2 years
<b>REPORTS TO</b>	Children's Services Team Leader
<b>LOCATION</b>	Redhill, Surrey
<b>HOLIDAY &amp; PENSION</b>	Competitive terms for holiday and a company contributory pension scheme

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**1. ACCOUNTABILITY**

The postholder is accountable to ESDAS's Management Committee and will be supervised by the Children's Services Team Leader.

**2. KEY RESPONSIBILITY**

To work with children (aged 5 – 16) and their families to provide trauma informed support with the aim of reducing trauma symptoms, rebuilding relationships fractured by domestic abuse and helping the non-abusive parent to understand the impact of domestic abuse on their children so they are better able to support them.

**3. DIRECT WORK WITH CHILDREN AND THEIR FAMILIES**

- To understand and assess the needs of children and families and devise a child-focused support plan
- To utilise evidence-based approaches to strengthen attachments and rebuilt relationships with the non-abusive parent that have been fractured as a result of domestic abuse
- To utilise trauma informed ways of working to reduce trauma symptoms and distress in children
- To work with families in order increase stability and reduce risk

- To assist the non-abusive parent / carer in their understanding of the impact of domestic abuse so that they can respond appropriately to the emotional needs of the children
- To attend and initiate mutli-agency meetings where required
- To ensure that children and families receive holistic support that is appropriate to their needs, including advocacy and referring to other services
- To deliver programmes of child-focused group work
- To understand risk and safeguarding issues and act appropriately in relation to risk at all times.
- To work within national, county and ESDAS guidelines, particularly in relation to good practice regarding children
- To provide written reports and case studies to senior management as and when required.

#### **4. GENERAL**

- Maintain up-to-date records of all decisions regarding children and families assigned as your clients and ensure that confidentiality, data protection and professional boundaries are maintained at all times.
- Maintain such statistical information as may be required by ESDAS or its funders in the prescribed format.
- Participate in updating ESDAS's information and resources, and in particular keep abreast of legislation and policy which have a bearing on the needs of children and families affected by domestic abuse.
- Attend meetings which are considered to be in the interests of the charity and your position.
- To be willing to deliver training to other agencies and organisations.
- Carry out any other duties which are relevant to the post, as agreed from time to time by senior managers, the team leader and yourself.
- Comply with ESDAS' Equality and Diversity Policy and positively promote the principles of the policy in every aspect of your work and amongst colleagues, service users and the community.

## **PERSON SPECIFICATION**

### **ESSENTIAL SKILLS / EXPERIENCE:**

- To be able to work with integrity, honesty, kindness and compassion.
- Have a very good standard of general education
- Have experience of working with children and families who have experienced trauma due to abuse and have a trauma informed, child focused approach
- A clean driving license and access to suitable transport for outreach visits and group work
- Be experienced in working with complex family situations where there are safeguarding concerns with the ability to assess risk
- Knowledge and understanding of attachment, child development and the impact of trauma on children and families
- Excellent communication skills and the ability to work in a confidential manner with excellent negotiation and advisory skills, both written and verbal.
- Highly skilled in making sound judgements in crisis and difficult situations
- An ability to look after yourself and others in the team reflecting a high level of resilience and self-awareness as well as ability to implement self-care when needed
- Ability to work in a flexible and responsive manner whilst managing own workload and working independently
- Knowledge and skills in the use of IT including Microsoft Office packages.
- Be able to work effectively and diplomatically with a range of different statutory agencies, voluntary organisations, groups and individuals.
- To demonstrate a commitment to equal opportunities, anti-racist practice and the philosophy of making services available to all children and families from all sections of the community without judgement.
- To be willing to attend training courses and able to occasionally work flexible hours

### **DESIRABLE:**

- A relevant qualification or significant experience regarding the impacts of domestic abuse on children and their families
- Some knowledge of family law
- Knowledge of safeguarding adults and children policy and practice
- Experience of facilitating group work

***Please note: This post is restricted to female applicants in accordance with Schedule 9 (part 1) of the Equality Act 2010***