



## Welcome

Thank you for your interest in the role of Pause Practice Lead in Liverpool and Wirral. It's an exciting time to join us. Nearly ten years after the first Pause Practice opened in Hackney, we currently have 23 Pause Practices covering 29 local authority areas. We have been delivering the Pause programme directly within the Liverpool City Region for 3 years, and we're looking for an experienced manager to continue the work in our Liverpool and Wirral Practice.

Pause works with women who have experienced – or are at risk of – repeated pregnancies that result in children needing to be removed from their care. The programme gives women the chance to pause and take control over their lives, breaking a destructive cycle that causes both them and their children deep trauma. We are now working with more women who have experienced multiple removals than anyone else in the country.

In Liverpool and Wirral, the Pause Practice Lead will manage one of our largest teams – six Practitioners and a Coordinator. The Practice Lead will ensure effective delivery of the Pause programme – they will work alongside their team, bringing a wealth of direct practice experience of complex work to maximise the team's potential.

The Practice Lead will provide high levels of supervision and leadership to team members from a variety of disciplines, as well ensuring fidelity and integrity to the model. They will typically have significant experience in both operational and project management, with an ability to manage complex data and demonstrate impact. Additionally, they will usually have experience of evidence informed approaches.

[Click here](#) if you'd like to hear more about the Practice Lead role.

Pause is keen to encourage applicants from as diverse a range of candidates as possible, to better reflect the range of women we work with. We would particularly like to hear from people who have lived experience of children's services, and people from Black, brown or multi-ethnic communities, who are currently underrepresented across our network. (We use the term 'people from Black, brown and multi-ethnic communities' as it is the form of words that the anti-racism group at Pause, which includes people from those communities, has agreed on.)

I hope this pack, and our website, will help you consider whether you have the skills, energy, passion and experience to apply for this role, but if you have any questions, please do get in touch.

Ginny Flynn

Direct Delivery Lead

## About us

The number of children in care in the UK is rising every year, and there are many families that have multiple children removed from their care. Across the UK, there are women caught in a traumatic cycle of repeated pregnancies that result in the removal of children. Women who experience this have very often faced significant and multiple traumatic experiences in their own childhoods.

Pause works to improve the lives of women who have had – or are at risk of having – more than one child removed from their care, and the services and systems that affect them.

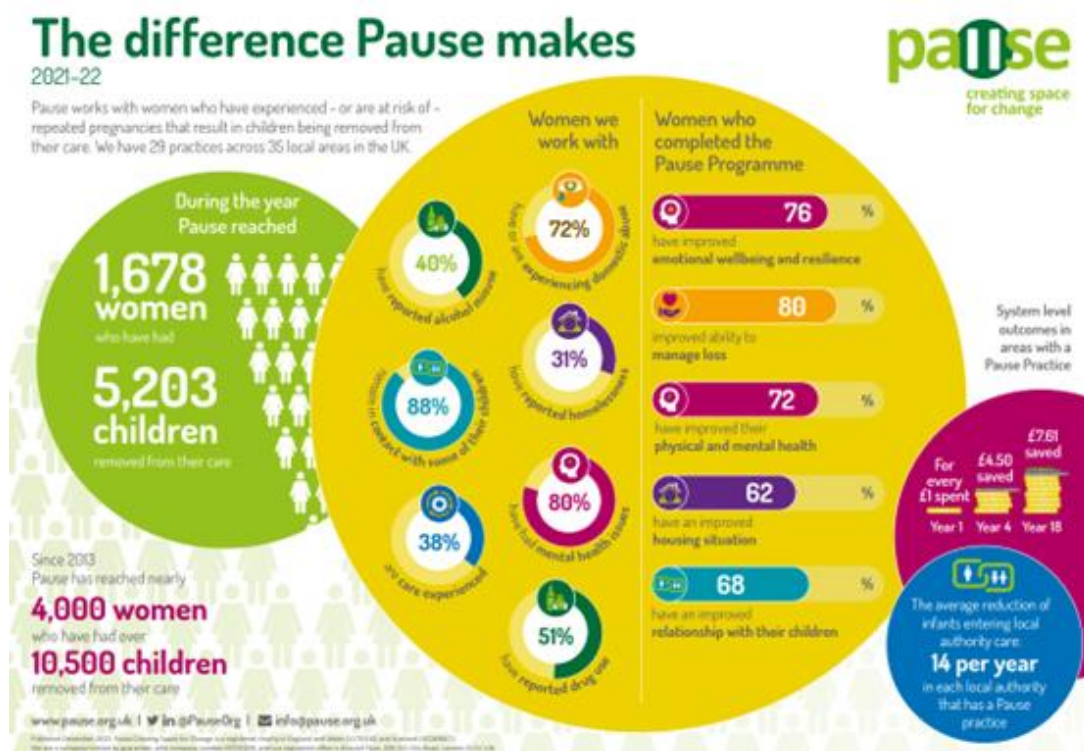
## Our Practice Model

Pause's vision is a society where no family experiences the removal of a child more than once. We offer an intensive, trauma-informed model of support to women who have had, or are at risk of having, multiple children removed from their care. Our 18-month programme of support is tailored to each individual woman's needs and their hopes for the future across a variety of areas, from housing to improving relationships with children.

Pause Practices are delivered with partners in local authorities and the charity sector, and are made up of multi-disciplinary teams that benefit from having Practitioners with different areas of professional expertise. The Pause national team - with an office base in London but working throughout the country - provides a wealth of support, training and development to the Practices throughout the process of scoping, mobilisation, induction, ongoing delivery and drive to sustainability.

## Our Impact

Pause works. Women who've been on the Pause Programme achieve positive outcomes across multiple areas of their lives, including their mental and physical health, relationships with their children, and growth in both confidence and self-esteem.



# The job

As a Pause Practice Lead you will provide leadership to the Pause Practice in Liverpool and Wirral to ensure the implementation and delivery of an integrated package of health, therapeutic and social support.

Pause is specifically designed to address the complex needs of women to enable change in their lives, and ultimately reduce the numbers of children being removed into care.

## Key responsibilities

- Effectively lead and coach the Pause Practice to achieve positive outcomes for women - setting vision, targets and priorities;
- Ensure fidelity and integrity to the model through delivery of the Pause Framework elements, for example, assertive outreach with women and ensuring the most effective form of long-acting reversible contraception is in place;
- Ensure effective pathways are established and maintained with key agencies, e.g. sexual health, housing and mental health;
- Ensure an evidence base is applied to practice through assessment of a woman's needs, case formulation, intervention delivery and review;
- Ensure outcomes are achieved and monitored through the Pause Monitoring, Evaluation and Learning Framework and that real-time data is used to improve practice and reported to relevant funders;
- Report to the Local Pause Board and any other relevant funders;
- Manage expenditure of the Pause Practice and ensure any financial spend on women is aligned with their goals as set out in the care plan;
- Ensure the effective management of all statutory requirements related to the Pause Practice at all times, including safeguarding of vulnerable children and adults, and health and safety of staff;
- Represent Pause to external stakeholders;
- Embed continuous learning ethos within the Pause Practice.

## General requirements

- Promote and safeguard the welfare of children, young people and vulnerable adults that you are responsible for or come into contact with through practice;
- Maintain an up to date working knowledge of legislation, statutory frameworks and codes of practice, including DfE Working Together, the Children Act 2004 and local Child Protection Procedures, and appropriate adult safeguarding legislation;
- Ensure compliance with statutory requirements and local protocols including for example the Data Protection Act and confidentiality policies; organisational policies, and Health and Safety at Work requirements;
- Work within a flexible framework to meet the demands of the programme outside of usual office hours and travel as required;
- Be part of the national Pause network and attend a programme of training and learning events across the country (travel and occasional overnight stays away from home will be required);
- Carry out duties in line with organisational policy on Equality and Diversity and be sensitive and caring to the needs of others, promoting a positive approach to a harmonious working environment.

## The person

Our ideal person will have the values, skills, experience, knowledge and qualifications described here. But we are also open to training, support and development. We want someone who has the right approach and ethos, not necessarily someone who ticks all the boxes on paper. So, if you feel you meet most of the requirements and are not sure whether to apply, please look at the questions that we will be considering through the Applied website or get in touch to find out more.

## Values

Support and enthusiasm for working in line with Pause's guiding principles:

- Curious: everything we do is about reflection, learning, challenging ourselves & thinking 'so what?'
- Collaborative: we don't always have to do everything by ourselves
- Compassionate: we pay purposeful attention to creating a culture that cares about people and their experiences.
- Tenacious: we are not afraid to try and not afraid to fail
- Ambitious: we believe that women and children should have better
- Celebratory: we celebrate strengths and achievements, large and small.

## Qualifications

- Relevant professional qualification and/or experience e.g. nursing, social work, mental health, education, criminal justice, youth work, therapeutic practice, counselling, criminal justice or equivalent;
- Professional registration (if appropriate);
- Evidence of continuing professional development;
- A satisfactory Disclosure and Barring check (DBS) enhanced level.

## Experience and knowledge

- Experience of leading a practice team on a day-to-day basis;
- Experience of providing case management and supervision to a team working with clients with complex needs;
- Experience of working with families/individuals who present with a range of complex needs (mental health challenges, drug and alcohol misuse, domestic violence) and demonstrate ability to create rapport and build effective relationships;
- Knowledge and understanding of a range of evidence-based approaches including systemic practice, social learning theory, attachment and loss, relationship and strength based interventions;
- Knowledge and understanding of the complex and intersecting needs of this client group;
- Knowledge of adult safeguarding, childcare legislation, local Child Protection Procedures, and an understanding of child development, parenting capacity and risk and protective factors.

## Skills

- Able to provide leadership, support and challenge to a multi-disciplinary team;
- Able to summarise, analyse and evaluate complex assessment information and use this to support staff to formulate and implement effective interventions;
- Able to influence and inspire across professional disciplines using evidence and practice to improve outcomes for Pause women;
- Able to challenge, negotiate, advocate and collaborate;
- A high level of consultative, interpersonal, communication and negotiation skills including the ability to deal with complex issues in a sensitive and appropriate manner;
- Able to write clear and concise reports;
- Able to reflect on your own and your team's practice and identity and implement continuing opportunities for development;
- The necessary computer literacy skills to produce good quality data in a variety of formats.

# Terms and conditions

<b>Salary:</b>	£46,000
<b>Hours:</b>	37.5 hours a week Monday to Friday, with flexibility
<b>Term:</b>	Permanent contract – subject to funding renewal, as with all commissioned services
<b>Annual leave:</b>	28 days per year
<b>Pension:</b>	6% employer contribution, minimum 2% employee contribution
<b>Based:</b>	Office base in Liverpool, and home working

Pause wants all its employees to feel valued, supported and enabled to balance their work with everything else that is important to them. We want to be sure that everyone has what they need to do their job well, that they are clear about their areas of responsibility, and that they are trusted and empowered to do their jobs in a way which works for them.

We recognise everyone's input and effort, and support and reward them in a variety of ways, including:

- Offering flexibility in hours and days of work, as well as other flexible working options, from the first day of employment.
- Paying fair and competitive salaries, and offering a generous paid holiday allowance, plus public holidays and additional company leave at Christmas.
- Enabling good working environments – at home and in the office. Since lockdown, we have ensured all our colleagues have the equipment to work safely and effectively from home.
- Focusing on learning and development – we offer training opportunities which are engaging and exciting, and focused on the person, not just their current role.
- Supporting professional growth – we encourage shadowing and maintain an internal register of skills.
- Looking ahead – we support colleagues to grow their skills and experience and to consider what might be next.
- Encouraging volunteering – we offer six days' public service leave every year, so that employees can volunteer their time in their communities or for causes which are important to them.
- Supporting wellbeing – our wellbeing and support policies encourage everyone to be open at work, and to ask for help when they need it.

# How to apply

## Discussing the role

If you would like to discuss this role, please contact Ginny Flynn by email or phone:

[ginny.flynn@pause.org.uk](mailto:ginny.flynn@pause.org.uk) or 07769 956243. (If you have questions about the recruitment process please email [recruitment@pause.org.uk](mailto:recruitment@pause.org.uk).)

## Applying

To apply, please visit the Applied website, here: <https://app.beapplied.com/apply/m1e3xsrnty>. We will hold rolling interviews – so please get your application in soon!

## Process

Pause is committed to working in an anti-racist way and have recently been developing our recruitment processes to remove implicit bias, whether that is based on race, gender, sexuality or employment history.

We are working with Applied to enable this. Your application answers will be reviewed blind to ensure fairness. Your responses will be randomised, and the shortlisting panel will not see any identifying details about you. Your CV will only be seen after shortlisting if you are invited to an interview.

In responding to the questions on Applied, please be aware that we will be looking for examples of your work, and a focus on anti-discriminatory practice and women's experience throughout.

If you have any questions or concerns about this process, please email [recruitment@pause.org.uk](mailto:recruitment@pause.org.uk).

## Interviews

We will hold rolling interviews as we receive suitable applications. Interviews will be via Zoom, and we will take reasonable steps to support you to take part.

## Offers

Any offer of employment will be made subject to references, confirmation of the right to work in the UK and a satisfactory Disclosure and Barring check (DBS) enhanced level. The post is also subject to a six-month probationary period.

Thank you for taking the time to read this pack, we look forward to receiving your application.