

Job Description and Person Specification Children and Youth Worker

Overall requirements

You will support children and young people to recognise the impact of abusive behaviours on their emotional and mental health, strengthening their confidence and enabling them to navigate their way to making healthier relationship choices.

You will also work therapeutically, on a one-to-one basis and in small groups, with children and young people who have been referred to the Children's Outreach Specialist Service to support them in their recovery from their experience of domestic abuse.

You will provide & coordinate services that will enable them to make sense of their experiences, come to terms with their situation and develop and grow in self-esteem and confidence.

Specifically:

- To assess their needs
- To build professional to support them both practically and emotionally and help develop their resilience to face and manage life's challenges
- To work with them therapeutically both individually and in groups, either directly or through other appropriately qualified professionals

Key areas of responsibility

Children and Young People

- To provide bespoke intervention for children and young people impacted by DA and unhealthy relationships.
- To plan, set up, develop and run therapeutic self-esteem groups for children and young people where they can express their thoughts and feelings.
- To meet with a child/young person's non-abusive parent to identify the needs of the child/young person from their perspective.
- To consult children, young people and their non-abusive parents in all aspects of the planning and running of the service.
- To build networks and close working relationships with other agencies, both statutory and voluntary who are also working with children and young people in the area and to refer, when appropriate and work with these agencies.
- To introduce Protective Behaviours strategies to children and young people.
- To keep informed on legislation and policy regarding safeguarding children, contact and residence and to ensure that this information is shared at children's workers meetings.
- To support the Youth Engagement Programme as required.

Other general responsibilities

- To attend and take part in regular team meetings, children's workers meetings and supervision sessions including fortnightly Safeguarding Supervisions.
- To work as part of a team offering mutual support and participating in monitoring essential services when required in partnership with the three other Surrey Domestic Abuse services.
- To work as part of team within your individual provider, ensuring the needs of the service are met.
- To evaluate all levels of work in line with guidance supplied by funders.
- To deliver training as appropriate to the post.
- To attend training as required.
- To positively promote the service in all activities.
- To incorporate equal opportunities in all work and adhere to partnership policies.
- To sensitively challenge unacceptable behaviour and prejudice.
- To undertake any other duties appropriate to the role in consultation with your line manager and partnership management.

- To work in collaboration with all other employees and volunteers of the partnership

In addition to the above contracted key deliverables, the Children's Outreach Worker may also be involved with the following:

Family Work

- To offer a reflective space for parents to learn from and explore historical parenting issues and/or challenges. advice and guidance to via Outreach workers to parents changes in family dynamic; to consultation sessions to support non-abusive parents in managing consequential parenting impairment
- To offer parental consultations to non-abusive parents in order to empower and help build confidence in understanding children's behaviours and using parenting strategies
- To support and act as advocate for children and young people through family court proceedings and proceedings initiated through Children's Services
- To plan, set up, develop and/or assist with running therapeutic groups for non-abusive parents to strengthen the parent-child relationship.

Court Services

- To support and act as advocate for children and young people through court proceedings and proceedings initiated through Children's Services

Person Specification

General

To be committed to the aims & objectives of the charity and the wider Surrey Domestic Abuse Partnership. You will have or be able to develop an understanding of domestic abuse and the needs of children & young people affected by domestic abuse.

A strong commitment to equal opportunities and the potential to understand particular needs and expectations of children from different backgrounds will be required.

Essential

Knowledge and Experience

- Experience coordinating the delivery of a service working directly with children, young people (aged up to 21 years) and their families (paid or voluntary)
- Experience of working directly with children, young people (aged up to 21 years) and their families (paid or voluntary)
- Experience of working with children and young people through a range of difficult situations and supporting them accordingly
- Experience of working therapeutically with children and young people
- Knowledge of Safeguarding Children, Child Protection legislation and legal responsibilities
- Knowledge of the Children Act 1989 and 2004, issues surrounding child contact, residence and other relevant legislation
- Understanding of, and commitment to, equal opportunities in practice

Skills and Abilities

- The ability to empower & support colleagues
- Able to work under own initiative
- Take responsibility for prioritising and organising own workload
- Able to work under pressure
- Able to maintain professional boundaries
- Good communication skills: written and verbal and effective negotiation skills
- Hold a current driving licence and have access to a car
- Computer literate: word processing, email etc.

- Able and willing to work in partnership with statutory and voluntary partners
- Able to set up and run support and therapeutic groups for children and young people

Personal Qualities

- Pro active
- Compassionate and non-judgmental
- Willingness and commitment to undertake regular training and qualifications deemed relevant to the role
- Ability to work as part of a team and motivate others

Other

- Be prepared to deliver training and awareness raising presentations to other statutory and voluntary agencies and professionals with the support of your line manager
- Be prepared to undertake flexible working when required to fulfil the responsibilities of the role
- Be able and willing to produce monthly activity reports for the Trustees and Management Team and work with line managers to ensure specific projects are delivered on time and within budget

Desirable

- Awareness of domestic abuse and its effect on children & young people
- Experience of planning a programme of activities for children and young people