

## Job Description and Person Specification

<b>West Wales Domestic Abuse Service (WWDAS)</b>	
<b>Job Title:</b>	Children and Young Person's Support Worker
<b>Salary and Hours:</b>	£17,500 per annum pro rata for 30 hours per week which equates to £14,189 per annum
<b>Reports to:</b>	Children and Young Person's Service Manger
<b>Reportees:</b>	This post has no line management responsibilities
<b>Location:</b>	Aberystwyth with some working in Cardigan. Some travel within the Ceredigion and wider area will be required as and when needed.
<b>Job Purpose:</b>	<p>As part of a team, and in line with the commitment of WWDAS to empowerment, the role of the Children and Young Person's Support Worker is to offer professional, confidential, practical and emotional support to children and young people who are currently or have had experience with domestic abuse. This support is offered to children and young people whose parent/s are users of the WWDAS services, during their time in refuge, through the transition from refuge to their new home and ongoing support in the community. Support is also offered to young people who live in the wider community who access the service independently or are identified through WWDAS assessment and floating support work. WWDAS places the needs of service users at the heart of everything it does and this is reflected throughout the organisation and its relationships with others.</p>
<b>Other requirements:</b>	The ability to speak, read and write in Welsh is required for this post.
<p>The post holder is required to work with minimal supervision and to work evening and weekends as part of their working week. They will carry out some or all of the following tasks, depending upon location, qualifications and experience</p>	

**Main Duties:**

1. To work with families to ensure that all aspects of children and young person's needs are assessed as part of admission in to refuge and ongoing support in relation to safeguarding, including risk and safety planning, emotional & physical health and wellbeing, education, social & family networks.
2. To work with the children and young people whose parent/s are being supported by any part of WWDAS and to develop, implement and review support plans.
3. To listen to and provide support to children and young people with experience of domestic abuse in a one to one and group setting using a person centred approach, including organising activities during holidays and helping settle children and young people into the refuge when they first arrive. Supporting children and young people can include working with issues such as sexual, emotional and/or physical abuse, gender issues, sexuality, racism, termination of pregnancy and child sexual abuse.
4. To work in partnership with all agencies in relation to safeguarding children following both local and national approaches around CAF, TAF and Child Protection Protocols and any other relevant/approved approaches.
5. To develop relationships of trust and support with all ages of service users, helping them to gain confidence and to develop their abilities to define and achieve their goals.
6. To facilitate group work for children and young people and with parent/s as determined by their respective age group and needs in welsh/english.
7. To deliver domestic abuse awareness raising sessions and educational group work programmes in schools/colleges through the medium of welsh.
8. To advocate on behalf of children and young people with experience of domestic abuse on an individual and group basis.
9. To carry out tasks which help maintain the smooth running of the temporary accommodation provided by WWDAS.
10. To develop links with appropriate agencies to ensure the diverse needs of children and young people using the service are met.
11. To educate and foster an understanding with parents/carers, as well as other agencies, of the impact of domestic abuse on children and young people, and the resulting needs and issues
12. To promote the support service for children and young people.

13. To consult with and involve children and young people in making decisions about themselves and the development of the service.
14. To work in conjunction with the support workers to support survivors whether mothers/fathers or children.
15. Gather and develop resources to facilitate work with children and young people.
16. To facilitate house meetings and groups for children and young people.
17. To participate in the monitoring and evaluation of WWDAS children and young person's support service.
  - To keep monitoring data
  - To participate in WWDAS events and meetings.
  - To follow WWDAS policies and procedures.
  - To participate in learning and development events.
  - To keep up to date with relevant legislation and practice.

***This list is not exhaustive, you may be asked to undertake other duties which are relevant to this post and the running of the service.***

### Person Specification

	<b><i>Essential</i></b>	<b><i>Desirable</i></b>
<b><i>Knowledge</i></b>		
An understanding of domestic abuse and how children and young people experience this	√	
Good knowledge of Child Protection Issues	√	
Knowledge of confidentiality and boundaries	√	
Knowledge of current childcare legislation		√
<b><i>Language</i></b>		
To be able to communicate in Welsh and English – both verbally and in written form	√	
<b><i>Skills and Qualifications</i></b>		
Ability to deliver group work programmes to children and young people	√	
Good communication skills including written (including report writing), oral and presentations	√	
Able to demonstrate a level of understanding of the	√	

challenges facing children & young people fleeing abuse		
Evidence of ability to deal with the varying & complex needs of children & young people	√	
Good organisational & IT skills appropriate to level and type of job	√	
Ability to prioritise, work on own initiative and be part of a team and contribute to ensuring the team achieving their objectives.	√	
A first aid qualification		√
An understanding of child development and attachment		√
A full clean driving license	√	
<b>Experience</b>	<b>Essential</b>	<b>Desirable</b>
At least Childcare Level 3 or an equivalent level of qualification in childcare or youth work or other relevant subject, or equivalent experience and willingness to work towards qualification.	√	
Play work experience	√	
Experience of working with young people in youth work settings		√
Experience of multi-agency work		√
<b>Personal Qualities</b>	<b>Essential</b>	<b>Desirable</b>
Committed	√	
Ability to listen	√	
Sensitive	√	
Effective	√	
Co-operative	√	
Able to work flexibly and to do evening and occasional weekend work.	√	
Be able to demonstrate empathy	√	
A full driving license	√	
Ability to take part in on-call rota	√	
Access to a car for work	√	

## Key work that will be covered in this role

1. Carry out risk assessments and initial needs assessments to determine what level of service is appropriate.
2. Ensuring that children's needs are assessed regularly and support plans are in place and being adhered to.
3. Help children and young people to understand and come to terms with the effects of domestic abuse and how it might affect them, in an age appropriate way through play, group work and one to one sessions.
4. Provide a safe environment in which children can freely express themselves and feel valued and respected.
5. Provide opportunities for learning new skills to enhance self-esteem and confidence, through play, activities and outings. To include unsupervised contact with children by arrangement with child's parent.
6. Support children and young people's social, emotional and cognitive development.
7. Encourage children and young people to participate in shaping and developing a service that meets their needs, through listening to them, through meetings, games and activities and to incorporate this into service planning.
8. Act as an advocate for children and young people, to support them to express their views and promote their rights, as contained in the United Nations Convention on the Rights of the Child.
9. Encourage positive lifestyles, e.g. through healthy eating and promoting healthy relationships.
10. Be aware of the child protection policy and procedures and act on any concerns or information regarding the safeguarding of children.
11. Promote positive parenting, through role modelling, resources, support planning and information sharing.
12. Encourage participation of parents in the activities of their children and address some of the negative impact of domestic abuse on the parent/child relationship.
13. Work with individual families to identify the needs of children and young people and support parents in meeting these needs.
14. To attend and participate in external meetings, forums, etc. as appropriate.

15. To collate and prepare relevant management information as requested as part of routine service monitoring and auditing.
16. To attend team and staff meetings, staff training and supervision/appraisals as required.
17. To undertake own routine administration e.g. word processing, spreadsheets, electronic and hard copy filing.
18. To be an ambassador of the organisation and to contribute to any fundraising work if and when required
19. To develop, nurture and maintain effective professional relationships with stakeholders and other agencies.
20. To participate in planning review and evaluation of services.
21. Observes professional etiquette and confidentiality at all times.
22. In the absence of staff assists with other duties appropriate to your role.
23. The job holder is responsible for their own health and safety.
24. Demonstrates a commitment to equal opportunities and diversity.
25. The job holder will carry out such other reasonable tasks that may from time to time be allocated.

***This role profile is not exhaustive; it will be subject to periodic review and may be amended to meet the changing needs of the charity.***