



Job description - Children's Support Worker

Reporting to:	Children's Team Lead
Location:	Woking, Surrey
Salary:	Starting salary £25,750 pa
Working Hours:	36 hours per week Monday to Friday
Special Conditions:	Emergency on-call/out of hours helpline rota responsibilities (for which an additional shift allowance will be received). Post holders must live within maximum 45 minutes driving distance from our offices in Woking. This is so that occasional emergency on call rota responsibilities can be fulfilled in the event of callout to our premises to provide urgent support. Clinical supervision provided during working hours.

A full driving licence and use of a reliable car for work purposes is essential.

Please note that this job description is not a definitive list of tasks but is designed to give an overview of the role. All employees are expected to undertake reasonable additional duties as required and to understand that job descriptions develop and change over time.

Purpose of the post: To work with children (up to 16 years) who have experienced and/or witnessed domestic abuse and subsequently may have experienced multiple or extensive **Adverse Childhood Experiences (ACEs)**. To provide & coordinate services that will enable them to make sense of their experiences, come to terms with their situation, develop their resilience and grow in self-esteem and confidence.

Specifically

- To assess their needs
- To build relationships with children that build trust and support them both practically and emotionally and help develop their resilience to face and manage life's challenges
- To work with them both individually and in groups, either directly or through other appropriately qualified professionals
- To work in partnership with education and social care teams to deliver domestic abuse awareness and recovery programmes in external settings e.g. schools and children's centres

Key areas of responsibility

- To accept referrals from the Adult Community Service and Refuge Service and manage your own client caseload.

- To provide child-centred interventions, support and safety plans working in conjunction with colleagues and the non-abusive parent as appropriate.
- To ensure all case notes, safeguarding records, diaries etc. are fully up to date.
- To plan, set up and run self-esteem and recovery groups, utilising a range of different creative media, for children and young people (CYP) where they can express their thoughts in a safe and nurturing environment.
- To be aware of the impact of **Adverse Childhood Experiences (ACEs)** on CYP and how this can impact their physical/emotional/psychological wellbeing.
- To meet with the non-abusive parent to identify the needs of the CYP from their perspective.
- To consult the CYP and their non-abusive parent in all aspects of the planning and running of the service, proactively seeking feedback.
- To introduce protective behaviours strategies to CYP.
- To work with the women in refuge to develop parenting and bonding skills that may have been impacted as a result of the abuse they have experienced.
- To assist with the upkeep of the children's playroom and outside play facilities in refuge.
- To support and act as advocate for CYP through court proceedings and proceedings initiated through Children's Services.
- To attend and take part in regular team meetings, Children's Workers meetings and supervision sessions and work in partnership with colleagues and volunteers.
- To contribute to the Surrey-wide Children's Worker group (within the consortium) to develop standardised practice and share best practice.
- 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 DA Services.
- Provide accurate monitoring information/statistics as required (to include activity reports, session numbers, attendance records, outcomes etc.)
- 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. In particular, to work with SCC Children's Social Care Services as outlined within the Service Specification.
- 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 evaluate all levels of work in line with guidance supplied by funders.
- To deliver and attend training as appropriate to the post.
- To positively promote the service in all activities.
- To incorporate equal opportunities in all work and adhere to Your Sanctuary policies.
- To sensitively challenge unacceptable behaviour and prejudice.
- To undertake any other duties appropriate to the role.

PERSON SPECIFICATION

Applicants will need to be committed to the aims & objectives of Your Sanctuary and demonstrate our values. Applicants must 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.

Continued

The Your Sanctuary values are:

Compassion – to have an understanding of the experiences of survivors of domestic abuse and others coupled with a determination to support and help

Empowerment – to work alongside survivors and colleague to achieve autonomy, self determination, and space for action

Collaboration – working together with survivors, colleagues, agencies and the wider community to achieve our aims

Non-judgemental – to be accepting, understanding and respectful of other's experiences, decisions and values

Knowledge and Experience

- Experience of working directly with children and young people (aged up to 16 years) affected by trauma and their families (paid or voluntary) including managing your own caseload.
- Experience of working with children and young people through a range of difficult situations and supporting them accordingly
- Knowledge/Understanding of **Adverse Childhood Experiences** and how this impacts the children we support.
- 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
- Awareness of domestic abuse and its effect on children & young people
- Experience of planning a programme of activities for children and young people
- Understanding of attachment-based practice, neuro-science, and protective behaviour strategies.
- Experience of working within an ethical framework.
- Understanding of, and commitment to, equal opportunities in practice

Skills and Abilities

- The ability to empower & support colleagues
- Strong organisational skills including being able to prioritise and organise own caseload
- Able to work under pressure and under your own initiative.
- Able to implement and maintain professional boundaries
- Good communication skills: written and verbal
- Advocacy skills
- Hold a current driving licence and have access to a car
- Computer literate
- Able and willing to work in partnership with statutory and voluntary partners
- Able to set up and run support groups for children and young people

It is important that the post holder has the required personal attributes and holds values and ethics in line with those held by the organisation; therefore an applicant with the willingness to learn and be flexible may still be considered if they have qualities which do not directly match all of the above criteria.

Please note that Your Sanctuary will require an Enhanced DBS check for this post and candidates must also satisfy the interview panel that they have an objective distance from any personal experience of violence/abuse.