**JOB PROFILE**

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| **POST:** | Emerge-based Children and Families Worker |
| **SALARY:** | £23 868.00 per annum (pay review pending) |
| **HOURS:** | 35 per week |
| **LINE MANAGER** | CYP Service Therapeutic Lead |
| **RESPONSIBLE FOR:** | No direct reports |
| **DURATION:** | 12 months |
| **LOCATION** | Across refuge and dispersed accommodation sites in Manchester |

**The overall aim of this project is:**

Our Emerge service supports families experiencing the highest risk of domestic homicide. Part of this is provision of refuge-based and dispersed accommodation. The new role of Emerge Children and Families worker is to provide support for children and their parents who are or have been affected by domestic violence and abuse. This role will be embedded in to our Children’s Service team to deliver a range of interventions which will help children and young people thrive.

You will be skilled in partnership working, with the ability to apply a child-led and whole family approach to protect children and families from harm and improve family functioning. The project will work with children and young people to:

* Provide 1-1 therapeutic support to C&YP impacted by domestic violence and abuse
* Support C&YP to develop safe coping strategies, by exploring and processing how their experience of domestic violence and abuse has impacted on their lived experience
* Facilitate repair and recovery work with C&YP, improving their emotional well-being
* To support C&YP to develop confidence and resilience against future harm
* To facilitate age-appropriate groupwork for children living in refuge and dispersed accommodation
* To provide parenting support in 1-1 and groupwork to enhance understanding of the child’s needs and confidence in enhancing family relationships

**Main duties and responsibilities:**

1. To contribute to the development of PTMWA Children’s Service
2. To undertake assessments with C&YP and families, complete risk assessments and develop innovative support plans that promote positive outcomes for C&YP and their families.
3. To effectively manage a complex caseload, prioritising tasks in line with other duties, and work in partnership with other agencies in order to meet the C&YP and family’s needs and to safeguard and protect children and families from harm.
4. Through working directly with C&YP and their families in a variety of settings in accordance with a child-led and whole family approach, to provide opportunities for all family members to explore the impact of domestic abuse.
5. The direct work with C&YP will incorporate using therapeutic play techniques.
6. Ensure that client records are up to date, accurately recorded and input onto our electronic case management and monitoring system
7. To complete written reports, including court reports, and client updates that are appropriate to the audience for which they are written that succinctly present and appraise options and make clear recommendations for action.
8. To provide advocacy, emotional and practical support in relation to the C&YP and the family’s needs.
9. To apply a range of evidence-based approaches within your specialism of working with C&YP and families.
10. To deliver a range of creative and therapeutic interventions to C&YP and families individually and in a group.
11. To work effectively with other service providers, agencies and specialist services in order to achieve positive outcomes for C&YP and families
12. To develop and deliver training and workshops to a wide ranging audience in line with project development.
13. To follow strict confidentiality and data protection procedures.
14. To attend relevant training courses/conferences in consultation with line managers and provide feedback to colleagues on training courses attended as requested.
15. To keep up to date on new legislation/national guidance relevant to the service and on any new developments within the field of working with C&YP and their families.
16. To undertake any other reasonable duties within the scope of the post as specified by their line manager from time to time in consultation with the post holder.
17. It is a duty of the post holder not to act in a prejudicial or discriminatory manner towards service users or employees and to be aware of the company’s equal opportunities policy
18. To promote, monitor and maintain health, safety and security in the working environment

**GENERAL:**

1. To follow confidentiality procedures as required by PTMWA and statutory legislation
2. To identify own training and development needs and participate in all training courses relevant to PTMWA’s commitment to providing high quality services
3. To work at all times with due regard to all the policies and procedures of PTMWA, both operational and non-operational, and participate in their development and amendment where required
4. To support awareness raising and fundraising efforts by contributing to, and participating in, publicity fairs and other events that promote and enable sustainability of PTMWA’s services
5. To be mobile and work across all areas of the city as required

**OTHER:**

* This post has been assessed and confirmed as open to women only under the Equality Act 2010, schedule 9, part 1
* This post is subject to an enhanced DBS check which will be carried out immediately on completion of a job offer being made and again every 3 years. Failure to engage in the completion of the relevant DBS application may result in the job offer being withdrawn.

This job description attempts to cover the main duties of the post but is not intended to provide an exhaustive list of tasks. The post-holder is therefore expected to undertake any other reasonable duties within the scope of the role as specified by their line manager.

**Organisational values**

Our staff, service users and volunteers have contributed to, and developed, a set of values that reflect who we are, what we do and why we do it.

**Generous:** sharing our skills, creating energetic positive links, and thriving together  
**Affirming:** supporting and inspiring, paying attention to discover what matters  
**Courageous:**challenging inequality, stepping forward and making change  
**Rooted:** secure and participating in our communities, nurturing a sense of belonging

**PERSON SPECIFICATION**

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| **CRITERIA** | **ESSENTIAL/**  **DESIRABLE** | **ASSESSED** |
| **EDUCATION/QUALIFICATION** | | |
| Relevant professional qualification, e.g. social Work, Youth Work, NVQ level 3 in Health and Social Care, and/or equivalent experience | **D** | Application form/Interview |
| **EXPERIENCE** | | |
| Recent and significant experience of undertaking direct work with vulnerable C&YP and engaging families in a 1.1 or group work setting | **E** | Application Form/  Interview |
| Experience of undertaking comprehensive assessments within a multi-agency approach | **D** | Application Form/  Interview |
| Experience of engaging C&YP and families in line with a child-led whole family approach | **E** | Application Form/  Interview |
| Experience of following safeguarding and child protection policies and procedures | **E** | Application Form/  Interview |
| **KNOWLEDGE AND UNDERSTANDING** | | |
| Understanding child development, parenting capacity, environment and risk and protective factors | **E** | Application Form/  Interview |
| Understanding the impact domestic violence and abuse has on C&YP and other family members | **E** | Application Form/  Interview |
| A good knowledge and understanding on the range of evidence-based interventions to assist children, young people and parents in facilitating change to improve family functioning. | **E** | Application Form/  Interview |
| Awareness of C&YP and family legislation, including national guidance and policy on safeguarding and DVA | **E** | Application Form/  Interview |
| Awareness of factors impacting on and issues facing vulnerable C&YP and families e.g. disadvantage, poverty, disability, homelessness | **D** | Application Form/  Interview |
| **SKILLS AND ABILITIES** | | |
| Ability to manage a complex caseload, prioritising tasks | **E** | Application Form/  Interview |
| The ability to listen and communicate effectively with children, young people and families | **E** | Application form/ Interview |
| Ability to assess risk in relation to DVA and develop support plans and risk management plans | **E** | Application Form/  Interview |
| Ability to work flexibly and contribute to a developing project and work as part of a team | **E** | Application Form/  Interview |
| Ability to plan, deliver and evaluate creative and therapeutic interventions to children, young people and families in a 1:1 or group setting | **E** | Application Form/  Interview |
| Ability to plan, deliver and evaluate training and group work to service users and professionals | **D** | Application Form/  Interview |
| Ability to prepare and present reports in a professional, concise and meaningful manner. | **E** | Application Form/  Interview |
| Ability to work effectively in partnership with colleagues and other agencies to share knowledge, provide advice and training. | **E** | Application Form/  Interview |
| **OTHER** | | |
| Commitment to equal opportunities and anti-discriminatory practice. | **E** | Application Form/  Interview |
| Willingness to undertake training, a commitment to continuous professional development and the continuing development of the post. | **E** | Application Form |
| Willingness to work flexibly, evenings and weekends as necessary to meet the needs of the service. | **E** | Application Form |
| Ability to use a computer for the purpose of data entry, case management, written correspondence and presentations | **E** | Application Form |
| Mobile to visit and work across the city | **E** | Application Form/  Interview |

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| **POST HOLDER SIGNATURE:** |  | **DATE:** |  |
| **LINE MANAGER SIGNATURE:** |  | **DATE:** |  |