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| Job Title  | Children and Teens Support Worker x 3 (city) |
| Responsible to  | Team Leader- Children and Teens Service  |
| Hours of Work | 2 workers - 30 hours per week 1 worker - 27.5 hours per week  |
| Salary  | NJC Scale Point 20 £25,991 per annum pro rata |
| Contract  | Fixed Term until 31st March 2022 |
| Location  | Juno Women’s Aid premises including co-location with statutory partners and community partnership locations. |
| Date revised | June 2021 |

This job description may change to reflect changing requirements of the role.

**Job Summary**

A Domestic Violence and Abuse (DVA) young people’s specialist, you will work pro-actively with children and teens, who have experienced DVA offering risk assessed, strength-based, and needs-led support. You will work alongside each child/young person ensuring an age appropriate response and liaising closely with the mother/carer/non-abusive parent and as well as nursery/school and other appropriate agencies, to meet a range of needs.

**Responsibilities and Duties**

The list below describes the main responsibilities and duties of the role but is not a finite list. You will be required to carry out any other duties commensurate with this post.

**Casework/Group work**

* Provide high quality casework support to children and teen survivors (aged 4 – 18yrs) of DVA in school and community/youth club settings, the child/young person’s home or by phone/skype.
* Carry a varied caseload, working with each survivor, managing and prioritising cases effectively to support the child/young person to transition to life without DVA.
* Work with the whole family (where appropriate) to agree risk and needs assessments and develop and implement personal safety plans
* Carry out risk assessments with the child/young person including the Teen DASH RIC and refer to the MARAC where an assessment is high risk
* Advocate on behalf of the child/young person to other agencies and/or support survivors to self-advocate, linking them to appropriate agencies and community-based support.
* Plan and provide creative sessions which include understanding Domestic Abuse and address the health and emotional wellbeing of the child/young person
* Plan, create and deliver the Stronger Families 12-week therapeutic group work programme for children and their mothers working closely with internal services and external agencies to ensure safety and well-being of attendees
* Attend case review and team meetings and contribute to effective team communication.
* Keep and maintain accurate and confidential records of all work undertaken.
* Contribute to the collection of service outcomes and use clear and coherent targets and monitoring systems to provide reports with evidence that survivor’s outcomes have been met
* Ensure effective implementation of Juno’s Equality and Diversity policies and awareness and integration of an equalities and human rights agenda in all your work
* Contribute to Survivor feedback and voice in service delivery and service development.
* Ensure service standards are maintained and all policies and procedures complied with.
* Ensure the service is delivered in line with the service SLA and contract

**Contribute to the high-performance and development of your team**

* Contribute effectively to team working, team meetings and the team plan.
* Work with volunteers as necessary to enhance the capacity of the service
* Promote the service widely to ensure referrals are received from children/young people across all communities.
* Ensure safeguarding policy and procedures are adhered to, attending meetings and producing written reports for external agencies as required
* Undertake training and ensure your knowledge is up to date and where relevant shared with your team

**General Duties**

* At all times protect the safety and security of Juno and service users, staff, volunteers, and all those in the work of Juno, Juno premises and the confidentiality of records and other information;
* Uphold the right of women, children and young people who have experienced domestic
* violence, advocating vigorously for them while offering protective strategies, and appropriate safe services;
* Adhere to Safeguarding Children and Adult policies, Health & Safety and Equal Opportunities;
* Adhere to the terms of relevant legislation, especially in respect of Safeguarding Children and vulnerable adults, Equality & Diversity, Employment and Health and Safety; and also keep updated of any changes or proposed changes in relevant legislation, policy and practice;
* Undertake such other duties, appropriate to the grade and character of the work, as may reasonably be expected.

**Values, Behaviours & Competencies**

* Committed to the purpose of Juno Women’s Aid, ensuring that the Survivor is at the heart of service delivery and development
* Feminist and committed to fostering innovation and continuous improvement in working practice
* Flexible and open to new challenges, ideas and experiences, and able to be self-reflective
* Committed to understanding diversity and ensuring anti-discriminatory practice is applied in all forms of our work
* Non-judgemental with a commitment to self-care within the team
* Collaborative, building relationships with internal and external partners.
* Non-judgemental with a commitment to self-care within the team and wider organisation

**For Official Use only**

Agreement to Job Description by candidate accepting the job offer:

*In accepting the offer of employment by Juno, I agree to work to this Job Description and understand that this may change to reflect changing requirements of this role.*

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| --- | --- |
| Name:  | Signature:  |
| Date: | Start date: |

PERSON SPECIFICATION

*Your application should give clear examples of your experience, knowledge, skills and*

*abilities gained in both paid and/or unpaid (volunteer) work for each of the Person*

*Specification criteria*

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| **Experience**  | * Experience of working with women, children and young people affected by domestic abuse
* Experience of working with children and young people with complex issues
* Experience of risk assessment and management, safety planning and support planning with survivors.
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| **Knowledge and Understanding**  | * Understanding of the practical, emotional, social and economic issues facing children and young people of different ages and their mothers/carers who are affected by DVA
* Understanding of the differing forms and impacts of DVA across the communities we serve
* Sound knowledge of safeguarding for adults and children
* Understanding of issues affecting women and children who ae involved in family and civil court proceedings
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| **Skills and Abilities**  | * Ability to manage own caseload, working under pressure and prioritising workload
* Ability to work in a team and in multiagency partnerships
* Excellent written and verbal communication skills
* Ability to work sensitively and in a non-judgemental manner with vulnerable survivors
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| **Qualifications**  | * Relevant qualification for work with children/ young people Women’s Aid or SafeLives Level 3 qualification as a Young Persons Advisor (YPVA) is essential.
* Should the post be extended beyond March 2022 a willingness and ability to attend the SafeLives Level 3 YPVA qualification.
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| **Other**  | * An enhanced DBS is required for this role
* Full driving licence and access to a car for work use is an essential requirement.
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