

Job Description and Person Specification (JDPS)



Children and Young People’s (CYP) Support Worker and Group Facilitator	
REPORTS TO:	CYP Team Leader
ANNUAL SALARY:	£24,317.22 (<i>pro-rata of £25,706.78 FTE</i>) <i>Rising by 4% upon successful probationary period</i>
CONTRACT:	Fixed-term until 31 st March 2025, with the possibility of extension subject to funding
HOURS:	Part time, 35 hours per week
BASE:	Stockport location, with travel across various locations
CHECKS:	<ul style="list-style-type: none"> • Satisfactory Enhanced DBS check • Valid ‘Right to Work’ document • Professional references covering the last two years
NOTE(S):	Due to the nature of this role a full clean driving license and access to a vehicle will be required.

MAIN PURPOSE OF THE POST:

The Children and Young People’s (CYP) Support Worker and Group Facilitator will provide a flexible holistic range of trauma informed services for children and young people in the Stockport borough – including the organization of play and after school sessions, family work and direct work packages – in order to support children and their families to improve their quality of life surrounding the issues and effects of domestic abuse.

The post holder will deliver our specialist CYP projects in the community to a group of children who have or currently are living with domestic abuse and suffering the traumatic effects of such. The CYP Group Facilitator will provide a trauma informed support service to support children in the local community and deliver specialist domestic abuse workshops and programmes in school and community settings. Additionally, they will liaise with schools across the borough and deliver training around domestic abuse to professionals.

MAIN TASKS AND RESPONSIBILITIES:

The following details reflect the content of the post at the date prepared. The post holder will be expected to adopt a flexible approach to the duties which may have to be varied, after discussion with the post holder, subject to the needs of the safeguarding partners and in keeping with the general profile of the post. Consequently, this job description may be revised from time to time.

- Organise and facilitate programmes for CYP who have or are living in a domestic abuse household in both group and one-to-one sessions.
- Organise and facilitate programmes in school and community settings.
- Deliver Healthy Relationships workshops to young people.
- Deliver Stockport Without Abuse professionals' training.
- Deliver training to teachers and professionals around the impact of domestic abuse on young people, how to deal with disclosures and how to offer trauma informed support.
- Access, organise and deliver the appropriate services to meet the needs of the children and young people, and their families.
- Support with the delivery of Stockport Without Abuse's prevention work in other settings across the borough.
- Undertake initial assessments on children and young people, and compile individual support and safety plans based on recognised frameworks within agreed timescales.
- Complete accurate and timely records for the purpose of continuity of work, information retrieval, statistical monitoring, outcome assessment and report preparation.
- Ensure outcomes and evaluations are completed and data collected for all children and young people receiving a service.
- Attend designated meetings with multi-agency professionals and schools as part of a multi-agency response to the needs of children.
- Liaise and work in conjunction with key agencies ensuring that multi-agency work is undertaken as part of the process involved in the assessment and delivery of services provided to children and young people.
- Assess regular feedback from service users to ensure the continued improvement of services and support offered to children and young people by Stockport Without Abuse.

- Measure and record outcomes and outputs of programme and workshop delivery, and complete programme reports to send to the CYP Team Leader.
- Plan and manage own workload working on own initiative, often in times of crisis.
- Provide an environment for children and young people in which their physical, emotional, intellectual and social wellbeing is promoted.
- Be aware of, implement and keep up to date with Child Protection and Safeguarding procedures in accordance with Stockport Without Abuse and Stockport borough's Child Protection and Safeguarding policies and procedures.
- Work in partnership with children, young people, families, staff, statutory, voluntary and community organisations to promote the welfare and wellbeing of all children and young people.
- Provide a welcoming, safe, stimulating and inclusive environment in which children and young people can be supported, enjoy themselves, develop to their full potential and meet the requirements of Every Child Matters and current legislation.
- Promote an inclusive environment that meets the differing needs of all children and young people.
- Work with Stockport Without Abuse team members to promote and support the development of Stockport Without Abuse.
- Work to the standards laid down within the bounds of the policies and procedures of Stockport Without Abuse including: equal opportunities, equality and diversity, GDPR, child protection and safeguarding, protection of vulnerable adults (POVA), health and safety, and core service user policies at all times. This is not an exhaustive list and all other policies and procedures within Stockport Without Abuse must be complied with.
- Champion the voice of the child or young person, and gather information on the experiences of victims and children, to feedback and inform research and policy.
- Provide regular reporting to Stockport Without Abuse and Commissioners relating to the voice of the child and support delivered.
- Promote the importance of home learning, actively building relationships, communications and play to parents.
- Identify key agencies and resources within the local area which may enhance the lives of the child or parenting relationships and use these appropriately via signposting, information sharing or referral e.g. the local children's centre, schools, GP, libraries etc.
- Work in a flexible manner in order to meet the needs of the service and that of a small not-for-profit organisation.

- Participate in supervision and training and, where appropriate, deliver training to other staff or partner organisations as required.
- Continually reflect on your own professional performance through participation in regular supervision sessions and training.
- Promote the aims, principles, policies, interests and wellbeing of the organisation and protect its integrity and reputation.
- Undertake any other reasonable duties as requested by the Leadership team.

PERSON SPECIFICATION			
ATTRIBUTE	ESSENTIAL	DESIRABLE	IDENTIFIED
EDUCATION TRAINING KNOWLEDGE	<ul style="list-style-type: none"> • Educated to degree level. • NNEB/NVQ Level 3 or equivalent qualification in Childcare and Education, Social Care, Teaching or similar. • Able to communicate verbally and in writing to a high standard. • Evidence of CPD in Domestic Abuse. • A sound working knowledge of the practical, emotional and social impact on children affected by domestic abuse. • Sound knowledge of the impact of abuse and trauma on victims, particularly children and young people. • A sound understanding and working knowledge of safeguarding children and associated legal responsibilities. • Knowledge of relevant legislation relating to domestic abuse. • Sound knowledge of child and young person development. 	<ul style="list-style-type: none"> • Recognised training qualification to work with children and young victims of domestic abuse. • Knowledge of a range of services and opportunities relevant to children and young people, to enable people to make positive changes. • First aid qualification. 	Application form and interview

PERSON SPECIFICATION			
ATTRIBUTE	ESSENTIAL	DESIRABLE	IDENTIFIED
RELEVANT EXPERIENCE <i>(Paid or Voluntary)</i>	<ul style="list-style-type: none"> Substantial experience of working with children and young people who have experienced trauma. Minimum of two years' experience of working with children and young people in a residential- or community-based setting and environment. Experience of developing and delivering engaging programmes of work for children and young people. Experience delivering group programmes or training / presenting. Experience of managing complex and changing safeguarding issues and escalation processes in relation to safeguarding. Experience of multi-agency partnership working and attending multi-agency meetings. Experience of working with parents of vulnerable children. Experience of identifying and assessing support needs in relation to children and young people. Experience of enabling children and young people with a broad range of issues to recognize assets and build resilience (age appropriate). Experience of assessing, working with and managing risk appropriately. 		Application form and interview
SKILLS AND ABILITIES	<ul style="list-style-type: none"> Ability to communicate and engage effectively with children and young 		Application form and interview

PERSON SPECIFICATION			
ATTRIBUTE	ESSENTIAL	DESIRABLE	IDENTIFIED
	<p>people in a practical way, using appropriate language and resources.</p> <ul style="list-style-type: none"> • Ability to plan and implement age appropriate group sessions and workshops for children and young people. • Ability to plan and implement sessional content for one-to-one delivery with children and young people. • Ability to organise multiple tasks and prioritise tasks in response to unexpected work situations and needs. • Ability to analyse situations, diagnose problems and take a problem-solving approach with and alongside clients and colleagues. • Excellent level of literacy and the ability to write and create support plans, present reports, produce letters and other documentation. • Excellent organisation skills. 		
<p>PERSONAL ATTRIBUTES & OTHER FACTORS</p>	<ul style="list-style-type: none"> • Self-motivated, enthusiastic, with a 'can do' attitude. • Ability to travel independently; requirement of a full and clean driving license and access to a vehicle. • Ability to reflect on personal practice. • Resilient and collaborative approach to team work. 		<p>Application form and interview</p>

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