

Role Profile	
Job title	Children and young person support worker
Hours	16 per week
Accountable to	Project Manager
Salary	£20,000 pro rata
Location	Neath
<p>Overview of Calan DVS:</p> <p>Calan DVS is one of the largest domestic abuse charities in Wales and we are committed to working in partnership to end domestic violence and abuse. Our staff are passionate about what they do and deliver much needed services to support some of the most vulnerable people in society.</p> <p>Our service was formed in 2012 as a result of a merger between Neath & Lliw Valley Women’s Aid and since 2012, other Women’s Aid organisations have also joined the group including Brecknock Women’s Aid, Bridgend Women’s Aid and Ammanford Women’s Aid.</p> <p>We cover a large and varied geographical area, providing services across Bridgend, Neath Port Talbot, South Powys and Ammanford (Carmarthenshire).</p> <p>Our service model ranges from core domestic violence services for female victims including refuge, support in the community and crisis drop in services, support for children and young people exposed to domestic violence and abuse (DVA).</p> <p>Our vision:</p> <p>At Calan DVS, our vision is to work towards safe and resilient communities free from domestic violence and abuse. To achieve this, we aim to relieve the distress, suffering and poverty experienced by families exposed to domestic violence and abuse. We also aim to educate the public regarding the causes and effects of domestic abuse along with prevention methods</p>	
Overview of project	
<p>The Lighthouse Project funded by The National Lottery Community Fund over the next four years, will comprise of two separate specialist programmes meeting the complex needs of different target groups within the community.</p> <p>The Compass Programme is a specialist resource designed to help male survivors recover from their experience following self-acknowledgement of having been the victim in an abusive relationship. It provides a unique opportunity for men affected by domestic abuse to share their experiences with other victims in a safe and supportive environment.</p> <p>The Inspiring Families Programme – is an innovative and structured ten- week assessment programme that can help strengthen and stabilise families where domestic violence and abuse is a known component but the family are choosing to stay together.</p> <p>With research clearly demonstrating the devastating impact that living with domestic violence and abuse has on family members, a clear need for addressing this issue in a holistic and family centred way exists. The Inspiring Families Programme was developed to meet a significant gap in addressing</p>	



DVA in a holistic family centred way. The victim and perpetrator element of the programme was devised by Rockpool Life and Calan DVS developed the CYP element to ensure the voice the child is heard, this supports the family to access an all family trauma informed programme.

Purpose of the role:

- To provide a comprehensive, high-quality, accessible, frontline service to CYP exposed to domestic violence/abuse.
- To be responsible for all aspects of domestic abuse support work, relating to CYP referred to Calan DVS Lighthouse Project using a holistic family approach.
- To work within the Lighthouse Project service requirements enabling families to achieve measurable outcomes through support provided to CYP.
- To work within a multi- agency framework to improve responses to domestic violence and abuse.

Key Accountabilities

- To use creative ways of ensuring that CYP are supported in such a way that their potential social development is maximised and that they are enabled to achieve outcomes which are appropriate to their needs and wishes.
- Identify and assess the risks of exposure to domestic abuse ensuring a risk management plan is in place for all identified risks.
- Focus on and prioritise your case load and provide a pro-active, short to medium term CYP support service through individual safety and support planning.
- To proactively support the empowerment of the young person and assist them in recognising the features and dynamics of domestic abuse present in their situation, and help them regain control of their lives.
- To support service-users in identifying and addressing key issues relating to their children and promote positive parenting and the welfare of children/young people.
- Ensure that the needs of children are advocated for and that they receive relevant support interventions.
- To signpost, liaise with and facilitate access to other services.
- To feedback young people’s views to support the development and improvement of Calan DVS services.
- Understand multi-agency partnership structures and work within a multi-agency setting.
- Help maintain accurate and confidential case management records and databases and contribute to monitoring information for the service.
- Comply with data protection legislation, confidentiality and information sharing policy and procedures and all legislation connected to your work
- Support colleagues and partner agencies, through awareness raising and institutional advocacy in order to provide the best possible service for victims of domestic abuse. i.e. challenge, unhelpful or damaging attitudes to understanding of Domestic Violence & Abuse.
- Respect and value the diversity of the community in which the service operates and recognise the needs and concerns of a diverse range of survivors ensuring the service is accessible to all.
- Be proactive with your line manager in carrying out periodic case reviews.
- Ensure that any safeguarding matters are dealt with in accordance with Calan DVS safeguarding policies and procedures.

Health and Safety
<ul style="list-style-type: none"> • To work at all times in a safe and efficient manner and be aware of the Lone Working Policy / Health and Safety Policy and Procedures. • Participate in the Risk Assessment processes. • Ensuring the safety of the parents, children and young people through ongoing risk assessments and monitoring.
Organisational
<ul style="list-style-type: none"> • Participate in relevant training and opportunities to increase and develop knowledge in consultation. • Conduct administrative duties relating to the DA Support Services e.g. maintain support plan records and reviews, record statistics and provide reports as required. • Promote public awareness of the work of Calan DVS and issues relating to Domestic Abuse. • Ensure that all work is conducted to the highest professional standards. • Follow Calan DVS Equal Opportunity Policy and Diversity Strategy and observe the standard of conduct which prevents discrimination taking place. • Attend and participate in team meetings. • Prepare for and participate in supervision and appraisals
Other Duties and Responsibilities
<ul style="list-style-type: none"> • Keep up to date with relevant legislation, local strategies, policies and procedures concerning children and young people. • Assist with organising and take part in promotional, educational and funding activities as required. • Ensure that all activities are within Calan DVS budgets. • Work flexibly to provide the service which may include weekend and evening work. • Work flexibly to cover for other posts as required/appropriate. • Work within Calan DVS Codes of Practice. • Maintain confidentiality in relation to service users, staff and projects. • To undertake any other duty reasonably requested by their Manager/Management.
<p><i>This job description is indicative of the range of current duties and responsibilities of the post, it is not comprehensive. It is inevitable that the duties will change as the role develops, and it is essential, therefore, that it should be regarded with a degree of flexibility, so that changing needs and circumstances can be met, all changes will be discussed fully.</i></p>

Personal Specification

Essential:

You will be able to demonstrate the following key knowledge, skills, behaviours and experience:

- Minimum NVQ Level 3 or equivalent in a relevant field or willingness to work towards one, i.e. social care or health.
- Commitment to ongoing professional development.
- Minimum of 2 years working with vulnerable children and young people.
- Proven experience of liaising with statutory and voluntary agencies.
- Proven ability to assess needs and an in depth understanding of the role of key worker.
- Experience of working within the sector of disadvantaged families.
- Good knowledge of the issues surrounding domestic abuse.
- A good team player with the ability to work on their own initiative
- Experience in conflict management
- Experience of needs assessment, risk assessment and risk management.
- Experience of support planning.
- Experience of advocating for vulnerable people.
- Knowledge and understanding of the issues associated with domestic abuse and its effects on families.
- Ability to engage families in solution- focused problem solving.
- Proven experience of liaising with other appropriate organisations and agencies.
- Knowledge of relevant legislation concerning adults, children and young people.
- Knowledge of policy and legislation on child protection.
- Competency in Information Technology including internet and software packages.
- Commitment to the principles, aims and objectives of Calan DVS.
- Possession of a valid full driver's licence and ability to use own car for work purposes.
- Good verbal and written communication skills, including report writing.
- Ability to work on own in an unsupervised setting or as part of a team.
- Enthusiastic, positive and energetic approach
- Awareness of equal opportunities and ability to work in a non-discriminatory way.

Desirable

- NVQ Level 4 or equivalent in a relevant field, i.e. social care or health.
- Welsh Women's Aid - Preventing and Tackling Domestic and Sexual Abuse/Violence or equivalent.
- Experience of working in a domestic abuse related discipline.
- Ability to speak Welsh.
- Knowledge of Safeguarding criteria and referral processes.
- Experience of domestic abuse perpetrator programmes.
- Experience of early family intervention programmes.
- Experience of Family mediation.