



PENNINE DOMESTIC ABUSE PARTNERSHIP

Role Profile

Role:	Children and Young Person's Worker (accommodation)
Term:	18 months - fixed
Salary:	£28,000 – £30,000 per annum
Responsible to:	Accommodation Manager / Team Leader
Pension:	6% Employer contribution
Health:	Cash plan health scheme, wellbeing assistance programme
Hours:	37.5 hours per week
Annual leave:	30 days (inclusive of birthday) & 8 bank holidays

Pennine Domestic Abuse Partnership (PDAP) believes that everyone has a right to a life free from fear and abuse. Do you want to take on a role in an organisation that places the victim's voice at the centre of their work and offers safe, effective and high-quality support to all those experiencing domestic abuse. This charity is inclusive and responsive and is looking for a children and young people's worker to join the team to contribute to supporting clients and their children to rebuild their lives.

Key aspects of the role

- To work as part of a skilled team providing high-quality, specialist support to children and young people who are experiencing or have been affected by domestic abuse and are living in PDAP refuge accommodation.
- To develop, deliver and implement a high-quality service that responds to the individual needs, experiences, risks and strengths of children and young people affected by domestic abuse.
- To provide person-centred, trauma-informed and strengths-based practical and emotional support to children and young people, ensuring that their voice, wishes and experiences remain central to the support provided.
- To work in partnership with mothers/carers to identify the support needs of children and young people and ensure those needs are appropriately met.
- To work respectfully and responsively to the cultural needs of children and families from ethnic minority backgrounds.
- To work closely with other PDAP C&YP workers to develop appropriate resources, activities and therapeutic interventions for children and young people who have experienced domestic abuse.

- To develop and maintain clear, accessible pathways into the C&YP service with mothers/carers, schools, social care services, partner agencies and existing service users.
- To work directly with children and young people to ensure their views and experiences shape the development and delivery of the service.
- To liaise with other PDAP teams and relevant external agencies to contribute to a coordinated, multi-agency approach to supporting children and young people affected by domestic abuse.

Advocacy, Support and Empowerment

- To provide direct one-to-one and group-based practical and emotional support to children and young people who have experienced or are experiencing domestic abuse, ensuring all support is delivered safely and appropriately.
- To advocate on behalf of children and young people with relevant statutory and non-statutory agencies, ensuring their views, wishes, rights, safety and support needs are appropriately represented.
- To work collaboratively with children and young people to understand the impact and dynamics of domestic abuse and support them to develop knowledge, skills, confidence and strategies that promote safety, recovery and wellbeing.
- To support children and young people with safety planning and recovery from domestic abuse, taking account of their individual circumstances, risks, strengths and support needs.
- To work creatively, flexibly and proactively with children and young people to achieve positive outcomes relating to safety, emotional wellbeing, confidence, resilience and recovery.
- To ensure that children and young people are supported to participate meaningfully in decisions about the support they receive and in the development of the service.
- To raise awareness of domestic abuse with children, young people, families, professionals and members of the public, promoting understanding of its impact and the importance of keeping children and young people safe.

Case Management, Assessment and Support Planning

- To manage an allocated caseload of children and young people affected by domestic abuse, ensuring each child or young person receives an appropriate and individualised service based on their circumstances, risks, strengths and support needs.
- To undertake appropriate assessments of risk and support needs and develop effective safety plans and support plans in partnership with children, young people and mothers/carers.
- To regularly review risk and support needs and respond appropriately to changes in circumstances, escalating concerns in line with safeguarding, risk management and organisational procedures.
- To ensure the safeguarding of children and young people accessing the service, including liaising with and making referrals to Children's Social Care (CSC) where appropriate.
- To provide verbal feedback and written reports to social care services when required.
- To maintain accurate, timely and confidential records of all work undertaken, including assessments, risk management, support planning, interventions, outcomes and safeguarding activity.
- To ensure all client records are completed and maintained in accordance with PDAP policies, procedures, confidentiality requirements and Data Protection legislation.
- To complete accurate daily and weekly online diaries in line with internal calendar requirements and employee accountability processes.

Partnership and Multi-Agency Working

- To develop and maintain positive, proactive and effective working relationships with relevant agencies, professionals and community services to improve outcomes for children and young people affected by domestic abuse.

- To develop and maintain clear referral pathways with mothers/carers, schools, Children's Social Care, health services and other relevant agencies and professionals.
- To liaise with other agencies on behalf of PDAP, volunteers, children, young people and families, advocating for their needs and promoting effective multi-agency responses to domestic abuse.
- To work collaboratively with PDAP colleagues and partner agencies to identify and address risks to children and young people and ensure that safety planning is effectively coordinated through appropriate multi-agency processes.
- To educate and inform other professionals through awareness raising, information sharing and partnership working, improving understanding of domestic abuse and its impact on children and young people.
- To ensure that client safety remains central to all multi-agency partnerships and information-sharing processes.
- To represent PDAP operationally where required, including attending advisory groups and participating in local forum and partnership meetings, with a view to influencing how stakeholders respond to domestic abuse and promoting the C&YP service.
- To contribute positively to relevant meetings and multi-agency discussions, ensuring information is shared appropriately and in accordance with confidentiality, safeguarding and information-sharing requirements.

Equality, Diversity and Inclusion

- To ensure that the views and experiences of children, young people, mothers/carers, people with lived experience of domestic abuse and relevant stakeholders are considered at the core of service delivery and development.
- To promote equality, diversity, inclusion and human rights in all aspects of work with children, young people and families, ensuring fair and equitable access to support.
- To respect and value the diversity of the communities in which PDAP operates and recognise the different needs, experiences and barriers faced by children, young people and families affected by domestic abuse.
- To work with respect and responsiveness to the cultural needs of children and families from ethnic minority backgrounds.
- To identify and address gaps in accessibility and implement measures to ensure the C&YP service is accessible to all, regardless of ethnicity, sexuality, gender or any other protected characteristic.
- To actively and appropriately challenge discrimination, inequality and practices that create barriers to accessing support.
- To ensure effective implementation of PDAP's Equality and Diversity policies and the integration of equality and human rights principles across all areas of work.

Service Development and Quality Improvement

- To ensure that quality standards, policies, procedures and guidelines are fully adhered to and consistently applied throughout service delivery.
- To ensure that all service users are treated in a consistent, fair, respectful and empowering manner, promoting participation in the development of the service.
- To ensure that the C&YP service is regularly monitored and evaluated in partnership with service users, partners, volunteers and PDAP staff.
- To identify areas for improvement and gaps in service delivery and develop and implement appropriate improvement plans.
- To contribute to the ongoing development of the service by identifying emerging needs, good practice, accessibility issues and opportunities for improvement.
- To ensure that the views of clients and stakeholders are embedded within the work of PDAP and fully considered in the development of new and existing services.
- To participate in and support organisational policy development and implementation.

- To liaise with other PDAP teams and relevant external agencies to contribute fully to a coordinated and effective approach to service development and delivery.

Professional Practice and Development

- To adhere to defined service standards, organisational policies and procedures, relevant legislation and professional requirements.
- To maintain a thorough and up-to-date knowledge of all PDAP policies and procedures and ensure these are consistently followed.
- To ensure that all relevant Health and Safety legislation, policies and procedures are adhered to.
- To follow all lone-working safety policies and procedures.
- To comply fully with confidentiality and Data Protection policies and procedures.
- To maintain and develop up-to-date knowledge of domestic abuse, safeguarding, risk management, trauma-informed practice, therapeutic approaches and relevant services for children and young people.
- To uphold high standards of professional practice and contribute to the continuous improvement and development of PDAP services.
- To promote PDAP's ethos, values and commitment to providing safe, effective, inclusive and high-quality services to children, young people and families affected by domestic abuse.
- To attend and participate positively in relevant meetings, training, supervision and annual appraisal processes.
- To keep up to date with national and local government decisions, policies and agendas regarding domestic abuse and PDAP, applying this learning to develop services and enhance the work of PDAP.
- To share relevant learning, knowledge and awareness to colleagues across the organisation.

Flexibility and Working Arrangements

It is essential to the continued development of PDAP service delivery that the post holder is able to respond flexibly to changes in the requirements of the service. This job description provides a guide to the principal responsibilities of the post and is not intended to be an exhaustive list. The post holder may be required to undertake other duties and responsibilities appropriate to the level and nature of the role.

The role requires flexibility in working hours according to the needs of the service, including evening and weekend work where required. The post holder will be required to participate in the PDAP **24-hour out-of-hours on-call rota**. Annual leave and time off in lieu should be taken at times that meet the operational requirements of the organisation and with the prior agreement of the relevant manager.

The post is based within Pennine Domestic Abuse Partnership (PDAP) and may require the post holder to work across PDAP services and accommodation locations as required.

The post holder will also be expected to undertake other related duties as reasonably required by their manager, the CEO, Board of Trustees or Senior Leadership Team, appropriate to the level and nature of the role.

A full UK driving licence and access to a car are essential for this role, as the position involves travel between locations.

Person Specification

Knowledge and Understanding	Essential	Desirable
Knowledge and understanding of domestic abuse and VAWG, including its impact on children, young people and families.	x	
Understanding of the dynamics, patterns and complexities of domestic abuse, including coercive and controlling behaviour	x	
Understanding of trauma and its impact on children and young people.	x	
Knowledge and understanding of risk assessment, risk management and safety planning.	x	
Understanding of safeguarding and the importance of maintaining the safety and wellbeing of children and young people.	x	
Understanding of trauma-informed, person-centred and strengths-based approaches.	x	
Understanding of the needs of children and young people with multiple and complex needs.	x	
Knowledge of child development and developmental milestones.	x	
Understanding of confidentiality, information sharing and Data Protection requirements.	x	
Knowledge and understanding of equality, diversity and inclusion	x	
Awareness of relevant statutory and voluntary sector services and the importance of effective multi-agency working	x	
Experience		
Experience of working directly with children and young people and/or victims of domestic abuse.	x	
Experience of undertaking assessments and identifying individual needs, risks and appropriate support.	x	
Experience of carrying out risk assessments and developing safety plans.	x	
Experience of developing, reviewing and monitoring support plans.	x	
Experience of managing a caseload and prioritising competing demands.	x	
Experience of maintaining accurate, timely and confidential case records.	x	

Experience of working within organisational policies, procedures and professional boundaries.	x	
Experience of working with families or children and young people with complex and/or multiple support needs.	x	
Experience of delivering one-to-one or group work, activities or interventions with children and young people.		x
Experience of working with Children's Social Care, schools, health services or other relevant agencies.		x
Experience of working with statutory and/or voluntary agencies as part of a multi-agency approach.	x	
Experience of working in refuge, emergency accommodation, housing or another accommodation-based support setting.		x
Skills and Abilities		
Excellent verbal and written communication skills, with the ability to communicate appropriately with children, young people, families and professionals.	x	
Ability to build positive, professional and trusting relationships with children and young people.	x	
Ability to assess risk, respond appropriately to safeguarding concerns and develop effective safety plans.	x	
Ability to provide effective advocacy on behalf of children and young people.	x	
Ability to work creatively and flexibly to engage children and young people and support positive outcomes.	x	
Ability to work effectively in a fast-paced environment and manage competing priorities.	x	
Ability to work independently, use initiative and contribute effectively as part of a team.	x	
Good literacy and IT skills, including databases, Word, Outlook and Excel.	x	
Personal Qualities		
Compassionate, empathetic and non-judgemental approach.	x	
Acts with integrity, respect and professionalism.	x	
Commitment to placing the voice, wishes and experiences of children and young people at the centre of practice.	x	
Resilient and able to work effectively in a challenging and emotionally demanding environment.	x	
Flexible and able to respond positively to changing service needs.	x	
Commitment to equality, diversity and anti-discriminatory practice.	x	

Commitment to safeguarding and promoting the welfare of children and young people.	x	
Commitment to PDAP's values, aims and objectives.	x	
Other Requirements		
Satisfactory enhanced DBS check	x	
Ability to work outside normal office hours when required, including occasional evening and weekend work.	x	
Ability to work across PDAP services and accommodation locations as required.	x	
Ability to speak one or more community languages used in Kirklees, particularly Urdu and/or Punjabi.		x
Full UK driving licence and access to a car.	x	