



Charity Number: 1156186 Website [www.whwr.org](http://www.whwr.org)

No agencies, no phone calls.

### **CHILD SUPPORT WORKER VACANCY**

#### **WELWYN HATFIELD WOMEN'S REFUGE AND SUPPORT SERVICES**

**HOURS: 20 OVER 5 DAYS (Flexible and on call Rota) Some days may be longer than 4 hours.**

Salary- NJC Scale Level 11 6 months probationary period (12 months fixed term reviewed at 6 months)

#### **Role:**

We are recruiting for a children's support worker who will be working closely with children and their mothers who are living in our refuges having escaped domestic and other forms of violence and abuse. The candidate will provide personal welfare support and ensure that our clients are nurtured with a safe, supportive, and welcoming environment.

For us it is important that you are passionate, committed and care about the work Refuge undertakes. Not all roles require previous experience in the Violence Against Women and Girls (VAWG) sector. You may be able to bring relevant experience from another industry or transferable skills from a different type of role or volunteering/community experience. For us, a role description is a useful guide, but please don't discount yourself if you feel you don't meet all the criteria and believe you have the potential. Above all we value individuals who are committed to working hard in an inclusive environment and want to make a positive difference to the communities we support

A key requirement is to provide personal one to one and group support to children and young people in a trauma informed and responsive manner. The post holder will support children who have witnessed or experienced domestic violence and plan and provide stimulating, safe, and appropriate activities.

**This post will be based in Welwyn Garden City**

Direct Work with Children and Young People, and their parents/carers	<p>To provide trauma informed therapeutic support to children and young people in safe accommodation/refuge setting.</p> <p>To provide a range of targeted interventions as part of a person centred and specialist service. Assess the emotional needs of children affected by domestic abuse in conjunction with their parent/carer who are residing in safe accommodation</p> <p>Liaise with referrers and key practitioners also working with the child, regarding referral on to other agencies.</p> <p>Assist children and young people displaying harmful behaviour to understand positive and healthy relationships and the unacceptability of harmful relationship behaviour with the aim of stopping abuse and breaking the cycle of domestic and teen relationship abuse.</p>
Whole Service Management and Development	<ul style="list-style-type: none"> <li>● Develop and carry out appropriate assessments, support plans and reviews</li> <li>● Support other team members in carrying out their duties effectively</li> <li>● Promote WHWR services to partner agencies and the public</li> <li>● Identify and develop creative resources for use with children and young people</li> </ul>
Safeguarding Children and Vulnerable Adults	<ul style="list-style-type: none"> <li>● Participate in the work of safeguarding children and vulnerable adults, following WHWR policies and procedures and local safeguarding arrangements</li> <li>● Share information appropriately and in line with WHWR policy to safeguard young people</li> <li>● Follow safeguarding procedures in line with local authority guidelines and apply levels of need thresholds</li> <li>● Identify and assess risk to young people and act appropriately to reduce risk where possible</li> </ul>
Joint Working	<ul style="list-style-type: none"> <li>● Work closely with other WHWR services/staff to ensure that young people have access to the full range of services provided by WHWR.</li> <li>● Ensure the voice of the child is heard by other involved agencies or professionals</li> <li>● Work in collaboration with and communicate effectively with other agencies and facilitate joint working on behalf of children and young people where appropriate, including as part of an EHA, CIN or CP plan</li> <li>● Provide information about the impact of domestic abuse on young people</li> </ul>
Service User Involvement	<ul style="list-style-type: none"> <li>● Promote and facilitate 'the voice of the child' in all interactions and implement systems of participation, consultation and feedback</li> <li>● Gather feedback from children, young people and their parents/carers to shape future services</li> </ul>
Other Duties	<ul style="list-style-type: none"> <li>● Maintain a clear understanding of the effects of domestic abuse on young people and to be informed about relevant legislation and local and national policy in relation to young people and the role</li> <li>● Keep accurate records and provide monitoring and evaluation information, as requested</li> </ul>

	<ul style="list-style-type: none"> <li>● Attend supervision sessions and staff meetings</li> <li>● Review case work as part of the supervision process</li> <li>● Undertake training as agreed at supervision sessions</li> <li>● Take active steps to work within a framework of equal opportunities and anti-discriminatory practice</li> <li>● Adhere to WHWR policies and procedures</li> <li>● Undertake all other reasonable duties as required in furtherance of the objectives of this post</li> <li>● Contribute to the Health and Safety of everyone involved with the service</li> </ul>
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Experience	<ul style="list-style-type: none"> <li>● Experience of working with vulnerable children and young people, singly and in group settings.</li> <li>● Experience supporting children and young people in supported accommodation (advantageous).</li> <li>● Experience of using a trauma informed approach when working with children and young people</li> <li>● An understanding of age-appropriate interventions and engagement activities</li> <li>● Experience of working in a multi-agency framework</li> </ul>
Skills and Abilities	<ul style="list-style-type: none"> <li>● To liaise and communicate effectively with a wide range of people including colleagues, parents, children, young people and professionals</li> <li>● IT skills – using outlook, word, excel processing and record information on a database</li> <li>● Have a strong team ethos and a flexible empathetic working approach</li> <li>● Ability to work in a multi-cultural environment</li> <li>● Ability to work on your own initiative</li> <li>● Ability to organise and prioritise work</li> </ul>
Knowledge	<ul style="list-style-type: none"> <li>● Knowledge and understanding of domestic abuse issues and the needs of women and children affected by it</li> <li>● Good knowledge of safeguarding children and child protection processes and practice</li> </ul>
Essential Attitudes	<ul style="list-style-type: none"> <li>● Understanding of and commitment to anti-discriminatory working practices</li> <li>● Commitment to WHWR values and principles</li> <li>● Commitment to the empowerment of women and children affected by domestic abuse</li> </ul>
General Requirements	<ul style="list-style-type: none"> <li>● Car user essential with daily access to a vehicle and business motor insurance</li> </ul>

	<ul style="list-style-type: none"><li>● Flexible working and on rota to cover annual leave and sick leave</li><li>● Hours 4 hours per day flexible cover 0900 through 1700 dependent on needs of the service.</li><li>● On call rota</li><li>● Advanced DBS check plus appropriate professional references.</li></ul>
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Interview Schedule

1. Application statement and CV sent to [Admin@whwr.org](mailto:Admin@whwr.org).
2. Shortlisted Interview (Capability) Zoom with Refuge Manager and Operational Manager (circa 1 hour).
3. Shortlist of candidates and individual invited into Refuge join children's session (Non disclosure agreement signed) 3 hours availability 2pm through 5pm on a date to be agreed.
4. Decision made and offer given if candidate is successful.