



JOB DESCRIPTION

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| Job title: | Children and Families Domestic Abuse Worker |
| Service: | Survive and Thrive |
| Salary: | Grade 2 (lower) point 11-15 |
| Hours: | 29.6 hours per week (part-time) Fixed term contract: 6 months |
| Location: | Bradford |
| Responsible to: | Senior Practitioner |

Bradford Survive and Thrive is an exciting and innovative new multi-agency partnership bringing together 3 organisations, Family Action, Staying Put and Women's Centre Limited who are working together to develop a 'one system approach' to families affected by domestic abuse and sexual violence.

Summary of job:

To work with children and their families to provide trauma informed support with the aim of reducing trauma symptoms, rebuilding relationships fractured by domestic abuse and helping parents understand the impact of domestic abuse on their children so they are better able to support them. The post holder will work with families to ensure they are linked in with additional universal and targeted provision across the Bradford district including child care provision.

Key tasks and responsibilities:

1. To undertake assessment of need for children and families and devise a child-focussed support plan.
2. Utilise evidence-based approaches to strengthen attachments and build relationships that have been fractured as a result of domestic abuse
3. Utilise trauma informed ways of working to reduce trauma symptoms/distress in children and young people.
4. Work with families in order to increase stability and reduce risk.
5. To assist parents/carers in their understanding of the impact of domestic violence in order that they might respond appropriately to the emotional needs of children and young people.

6. To attend and initiate multi agency meetings such as Child In Need meetings and case conferences where required
7. To ensure that children and families receive holistic support that is appropriate to their needs, including brokering pathways and referring into other services where appropriate
8. To deliver programmes of group work as required.
9. To work jointly and in partnership with other agencies and community organisations to meet the defined needs of service users.
10. To assist with the production of reports as required by our funders.
11. To ensure all work is carried out to Family Action minimum standards and is designed and delivered to maximise agreed outcomes.
12. To ensure that all assigned work adheres to Family Actions Safeguarding Policy and ensure BSGB procedures are followed in the event of any child protection issues or concerns.
13. To take responsibility for accessing supervision and responding to any case or service decisions effectively, recording all decisions and ensuring that confidentiality and professional boundaries are maintained at all times.
14. To comply with Family Action's Health and Safety Policy, Data Protection Policy and to protect the health, safety and welfare of themselves and others.
15. To comply with Family Action's Diversity & Equality Policy and our Ethical Policy in every aspect of your work and positively promote the Principles of these policies amongst colleagues, service users and other members of the community.
16. To promote a positive image of Family Action, representing the organisation in order to increase professional and public awareness of the organisation's work and of the views and needs of service users.
17. To represent Family Action in relevant external and internal service related forums, participating in task groups, skill sets and service development group.
18. To adhere to Family Action's values which underpin Family Action's mission of 'building stronger families' by:
 - a) Being **people** focused
 - b) Reflecting a '**can do**' approach
 - c) Striving for **excellence** in everything we do
 - d) Having **mutual respect** for everyone we work with, work for and support through our services

**Person Specification:
Children and Families Worker
Survive and Thrive Service**

| Person Specification Requirements | | Essential | Desirable |
|---|--|-----------|-----------|
| Education, Qualifications & Background | | | |
| 1. | Relevant NVQ level 3 | ✓ | |
| Experience | | | |
| 2. | Experience of working with children and families who have experienced domestic abuse/sexual violence | ✓ | |
| 3. | Experience of participation in multi-agency support plans, including CAF and other partnerships or integrated models of working/ | ✓ | |
| 4. | Experience of facilitating group work | | ✓ |
| Knowledge & Skills | | | |
| 5. | Knowledge and understanding of attachment, child development and the impact of trauma on children and families. | ✓ | |
| 6. | Good planning, assessment, verbal and written communication skills including the ability to produce high quality manual and electronic records and reports | ✓ | |
| 7. | Ability to manage own workload and work independently and creatively | ✓ | |
| 8. | A working knowledge of child and adult safeguarding protocols and procedures, and ability to assess risk and respond appropriately to concerns. | ✓ | |
| 9. | A commitment to undertake appropriate training and professional development in evidence based models such as Trauma Informed Approach | ✓ | |
| 10. | Knowledge and skills in the use of IT, ability to use Microsoft Office packages e.g. excel and outlook. | ✓ | |
| 11. | Experience of working within health and safety principles, policies and procedures (within the context of service provision) and the ability to comply with Family Action's Health and Safety policy | ✓ | |
| 13. | Commitment to working with people of diverse backgrounds, understanding the impact of deprivation, complying with family Action's Diversity and Equality Policy and Ethical Policy in every aspect of work and positively promoting it to others | ✓ | |
| Values | | | |



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| 13. | Able to evidence Family Action's values at all times, which underpin our mission of 'building stronger families' by: a) Being people focused b) Reflecting a ' can do ' approach c) Striving for excellence in everything we do d) Having mutual respect for everyone we work with, work for and support through our services | ✓ | |
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