The Children's Society

Title:	Emotional Health and Wellbeing Practitioner: Young people who have witnessed domestic violence and abuse (DVA)
Location:	Greater Manchester (Based in Wythenshawe office)
Hours	37 hours per week
Reward band:	DN
Reporting to:	Service Manager
DBS Level Required:	Enhanced
Job purpose:	• To provide outreach 1-1 tailored structured interventions to CYP • To be able to adjust the 1-1 sessions to work with children, young people from 5 year to 18 years. • Listen to the voice of CYP, advocating when needed. • Educating (CYP) on Healthy/Unhealthy relationships, safety planning, emotions, and feelings. • Equip (CYP) with self-help tools & strategies to promote sustainable good mental health & well-being, building confidence and resilience.
Key activities:	• To manage a caseload of young people, managing diary of 1-1 sessions, offering support to their parent/carer where needed. • To deliver innovative interventions to support the needs of children and young people (CYP) age 5-18 who are survivors or been exposed to domestic violence and abuse (DV&A), both on a 1:1 basis and through the delivery of group work sessions, in accordance with current legislation, research and safe practice guidance. • To support parent/carers of children and young people working with Resolve/Assist, empower them with tools and strategies to better support their child/young person (CYP) • Help parents/carers to understand their child's experiences and worries with the objective of reducing feelings of blame, guilt and shame • Encourage improved communication between the child/young person (CYP) and their parent/carers

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	• Liaise with teachers, mental health services, social workers and any other relevant professionals to ensure a co-ordinated approach to a young person's support. • Signpost and refer children/young people & parents/carers to relevant services in accordance with suitability, risk and appropriate thresholds. • Record all work with children, young people and families and all other associated contact in accordance with TCS case recording standards. • Maintain and continue to develop partnerships that support a community and/or school-based therapeutic service for children affected by domestic violence & abuse. • To promote the service to children, young people, carers and external agencies. • To make thorough assessments of risks posed to children and young people affected by domestic violence and abuse. • To monitor and evaluate the issues raised by children, young people and parents/carers using the service to future support and shape service delivery **PROFESSIONAL** • To maintain a safe working environment and to ensure that The Children's Society's safe working practices are always adhered to. • Ensure that young person's confidentiality is protected at all times and all prior consent is gained. • Participate in individual performance review and respond to agreed objectives. • To participate in relevant training and opportunities to increase, update and develop knowledge • Attend relevant conferences/workshops in line with identified professional objectives. • To attend monthly supervision with service manager • To work in a manner that promotes the safety and well-being of children and young people adhering to safeguarding policies and procedures. • To contribute to the development and implementations of evaluation methods which capture the outcomes and impact of the service. • To ensure that all practice is within an anti-discriminatory framework, and corporate equal opportunities policy.
Attainments:	*In order to be considered for this post you will have to demonstrate that you already have:*

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Qualifications

- GCSE level pass grade, or equivalent, in English. (Essential)
- A relevant Youth and Community certificate, (Desirable)
- Diploma in counselling or play therapy. (Desirable).

Essential

- Extensive experience in working with children and young people in a similar setting, delivering structured interventions.
- The post holder will be required to hold a full driving licence and have use of a car for The Children's Society business.

Work based Knowledge

- Knowledge and understanding of the diverse range of needs of children and young people who have been exposed to domestic violence & abuse (DV&A).
- An awareness and understanding of relevant research and legislation including safeguarding legislation and procedures.
- Demonstrate an understanding of trauma informed practice.
- Effective methods of working and communicating with parents/carers and young people affected by domestic abuse.

Skills

- Ability to engage children and young people in emotional health and wellbeing work.
- Clear and concise written and verbal communication skills.
- Communication skills – specifically for: language/learning needs, sensitive issues, professionals, and stakeholders.
- Has a flexible approach to help and support CYP needs.
- IT skills, particularly using Microsoft Office software package and case recording systems online
- Assessment and evaluation skills
- Negotiation and influencing skills
- Ability to plan and manage own workload
- A child centred approach is essential.

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	Experience • Relevant experience of working directly with children and young people affected by domestic abuse (desirable) • Experience of working directly with vulnerable children • Significant experience of multi-agency working • Experience of working on own initiative and within a team • Experience of supporting families who are dealing with complex and sensitive issues through offering advice and advocacy
KEY BEHAVIOURS **Leaders** **We must lead the sector, setting new standards for excellence and inspiring others through our innovation and initiative.**	*In order to be successful in this role you will be able to demonstrate that you have the ability to:* 1. Be an active ambassador for the organisation both internally and externally. 2. Be relied on as a Subject Matter Expect in own field. 3. Be an engaged and positive team member. 4. Strive for and deliver excellence in own work. 5. Think creatively and be open to new ways of doing things.
Authentic **We are known for speaking the truth and keeping our promises. We are dependable, transparent and eager to stand up for what we believe in.**	1. Contract, in advance, with others where resources need to be deployed from other areas of the organisation. 2. Practice what we preach and actively review own work to ensure that we say what we do and do what we say. 3. Be reliable and dependable always ensuring that appropriate action is taken to keep issues on track, escalating where this is appropriate.
Accountable **Our decisions are based on facts not opinions. We hold ourselves to account for our decisions and we monitor and**	1. Be impact-oriented, evidence-based and results-focussed in own work, considering the difference actions will make. 2. Taking ownership for own actions, delivering on time to budget and learning from mistakes and striving for self-improvement. 3. Support the development of evidence bases for decisions and/or new pieces of work.

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evaluate our work, always focussed on taking action to improve the lives of children and young people.	4. Support on-going monitoring and evaluating of what we do in a meaningful and constructive way.
Collaborative **We are generous and inclusive in the way that we work together with both each other and our partners. We are joined up both internally by working across the organisation and externally by working in partnership; always listening, understanding and engaging.**	1. Work effectively with colleagues across the organisation and wider team members to contribute to team goals and wider organisational outcomes. 2. Engage in, and actively seek out, new information from across the organisation. 3. Investigate presenting issues and work with others to co-create and co-produce effective solutions. 4. Communicate in an appropriate, inclusive way. Treat all individuals encountered on a professional basis in a non-judgemental basis and with respect and warmth 5. Understand and demonstrate agreed organisational behaviours
Committed **We are tenacious and driven, making hard choices for long term benefits. We have consistently dedicated ourselves to exceeding our best through our determination and resilience.**	1. Be self-motivated and consistently deliver on own objectives. 2. Be receptive to feedback and deliver agreed actions on time to budget. 3. Recognise, respect and support difficult decisions. 4. Comes up with solutions and holds oneself to account.
Challengers **We push ourselves to do more, working outside our comfort zones; we challenge perceptions,**	1. Be open to constructive feedback and personal improvement. 2. Support successes in direct peer group and beyond. 3. Be willing to work outside of own comfort zone, including being flexible and adaptable to change.

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behaviours and attitudes.	4. Positively challenge and engaging others in discussions.
Enterprising **We see opportunity in all areas of life and we are skilled enough, confident enough, creative enough and disciplined enough to go after it and seize it. We are constantly looking for advantages and opportunities that will make a difference. Always seeing the future in the present, always with the courage to lead the way.**	1. Use initiative and creatively look for alternative ways of working while utilising resources and data already available. 2. Be change-oriented and embrace new ways of working. 3. Actively participate in areas outside of immediate environment and respond positively to new opportunities. 4. Engage with confidence in positive conversations about the work that we do.
Special job circumstances:	*This post has the following special circumstances:* Working with families affected by DVA can be stressful. Regular supervision will occur as a matter of course, a high level of support will be provided, and an emphasis will be placed on health and safety • Some travel across a geographical area. • Some anti-social hours arising from operational needs relating to practice. • Some occasional overnight stays away from home for learning and development purposes / corporate events. • The post holder will be required to hold a full driving licence and have use of a car for The Children's Society business.

	(Please note: if you have difficulty meeting these conditions because of a disability or family circumstances the appointing manager will discuss it with you in order to consider reasonable adjustments to the job or working conditions)
Values:	So that you personally can succeed in this role and The Children's Society you will be required to adhere to our values: **Brave** We are brave, fighting injustice at every level, fearless in our determination to be listened to. We expose and directly address 'hard truths' and are determined to turn words swiftly into actions. **Ambitious** We are ambitious for the lives of the children we work with. The pioneering work we do helps them and children across the country aspire to better lives. **Supportive** We support children in their personal development and to build positive relationships. Together we enable children to reach their full potential and realise their ambitions. **Trusted** We have been trusted for over a century to deliver care where it is most needed. We maintain that trust by being dependable and consistent in our approach and by fighting for change based on hard evidence.