Role Profile

About SafeNet

For more than 45 years SafeNet has been delivering domestic abuse support services in the North-West. We work to protect victims and survivors, provide safe accommodation and support and further, to prevent violence and abuse. We are at the forefront of promoting safe healthy relationships and the conditions for productive and positive futures. SafeNet deliver innovative and life-changing services to support over 500 victims and survivors each year. We deliver specialist services across Lancashire and Greater Manchester with refuge and community-based services in Burnley, Lancaster, Rochdale, Bury, Preston and Pendle. Safenet have won nationally recognised awards including the Inclusive Top 50 UK Employer 2019/2020.

Some of the support services Safenet deliver include refuge provision for women and children, male safe house accommodation, specialist refuges for those with additional complex needs such as addiction, mental or physical health, recovery and offending behaviours. We provide specialist ongoing advice, support and advocacy as well as several community-based projects.

About the Senior Leadership Team (SLT)

SafeNet SLT are a dynamic, pro-active team working in a fast past environment. The SLT manage multiple operational and developmental priorities safely and to high safeguarding standards. The SLT deliver strategic objectives and priorities to meet SafeNet's vision and are accountable for service safety; performance; quality; compliance & growth. SLT members lead teams positively and develop their teams to deliver a diverse range of domestic abuse support in psychologically informed environments.

About the Refuge Teams

Working in a busy sector you will be part of a frontline refuge team working in a fast-paced environment supporting children, young people and adult victims and survivors of domestic abuse. The team are passionate about creating safe welcoming environments that supports all residents, children and colleagues. A team who continually adapt to the variations of work tasks/environments, who are service focussed, resilient, exercise good judgement to make the right decisions and take into consideration everyone's individual needs to create a genuine team spirit.

Role: Domestic Abuse Support Worker (Children and Young People)

Responsible to: Service Manager

Responsible for: n/a

Business Area/Company: SafeNet Domestic Abuse & Support Services

Why this role exists

The domestic abuse support worker (children and young people) role will form supportive working relationships with children and young people aged 0-18 years, and their parent, who are living with the effects of Domestic Abuse and Violence and overcoming the traumatic impact on their lives.

How this role will deliver success

To deliver success, you will work with families to ensure that all aspects of children and young people's needs are assessed as part of the admission and on-going support process in relation to safeguarding, including risk and safety planning, emotional & physical health & wellbeing, education, and social & family networks.

You will work in partnership with all agencies in relation to safeguarding children following both local and national approaches around CAF, TAF and Child Protection Protocols and any other relevant / approved approaches.

You will work as a member of the refuge team, providing specialist trauma informed and holistic support, guidance and assistance to resident parents and their children.

To take all reasonable steps to ensure that work with the children is as appropriate as possible with regards to children's cultural and religious backgrounds and any special needs.

To develop relationships of trust and support with all ages of service users, helping them to gain confidence and to develop their abilities to define and achieve their goals.

To educate and foster an understanding with mums/carers, as well as other agencies, of the impact of domestic abuse on children and young people, and the resulting support needs for the family.

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Activities you will carry out within this role

Building trusting relationships with victims/survivors of domestic abuse; providing specialist support via key working sessions; completing person-centred support plans and risk assessments. Managing a caseload and meeting with residents regularly. Providing support to individuals and families, who may have diverse and complex needs.

Collaborate with residents in a trauma-informed way identifying the needs of our residents, providing appropriate advice and support to ensure residents maintain their own safety and move towards safe independent living.

Working collaboratively with local agencies creating strong links within the community. Often supporting residents to make police statements, meet with statutory partners, liaise with health services or seek legal advice, as an example.

Striving towards making our service provision as friendly and welcoming environment. Building rapport with our colleagues and dedicating our efforts towards providing residents with the best possible outcomes. Regularly engaging with groups such as rural populations, LGBTQ+ communities, older people, BAME, cultural communities and many other isolated groups

Provide cover for Live Chat service when necessary

What you need to be successful in this role

- Experience of planning and implementing a programme of therapeutic and recreational activities for children and young people living at the refuge, as well as play-work and activity trips.
- Engage with mothers and identify any support needs the family has and offer guidance and support around the identified needs of the family.
- Experience of supporting and advocating for parents through Safeguarding / Child Protection processes and Family Court System.
- Knowledge and ability to for parents and Children & Young People, such as 'You Me & Mum', Recovery Toolkit for C&Y and facilitating groups alongside the group worker for children.
- Support families to build on their relationships that may have been affected due to the domestic abuse.
- Support Children & Young People to have a voice to make their own decisions.

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- Provide ad-hoc, organised and facilitated group activities for children 0-18yrs which will include a learning development approach, in all age groups, allowing them to have a voice in what they would like to do.

- Provide individual, age-appropriate key working sessions for children of all ages.

- Experience of keeping up to date records of work with children, in line with our relevant case recording system within refuge and providing statistical information for funding agencies.

- Provide and arrange practical assistance for children where necessary, including advocacy and liaison with other agencies, and updating and making information accessible.

- Write and contribute to the completion of reports for Courts and Children's Social Care conferences and meetings regarding the families.

- Communicate with nurseries, schools and other educational establishments, in order to promote educational, learning and development opportunities for both children and young people.

- Work closely with the team to identify any support needs for the family. Including general safety and behaviour within the building.

- Keep up to date with current legislation in relation to working with children. Children's Act 1989 & 2004, Domestic Abuse Act 2021 and working together to safeguard children according to local governments Child Protection protocols and implementing this within your practice.

- Take collective responsibility with the SafeNet team in educating and informing the local community, Police, Schools, Social Services and other organisations about the needs of children in the Refuge and other children affected by domestic abuse.

- Raise awareness across SafeNet teams around issues affecting Children and Young People by providing regular updates of changes in legislation and local & national initiatives in relation Safeguarding Children & Young People.

This organisation is committed to safeguarding and promoting the welfare of adults, children and young people and expects all staff and volunteers to demonstrate this commitment and ensure safeguarding concerns are raised appropriately, according to company procedures.

To be successful in all Calico Group roles, candidates will need to demonstrate that their values and behaviours align with ours. This will be assessed throughout the recruitment process.

