



## Children's Worker

WHAG is a leading charity delivering quality support services to women, men and their families who are affected by domestic abuse, homelessness and young parents across the of North West England. Improving the safety and life opportunities of the people who use our services and supporting them in their recovery.

We support the people we work with to overcome the experiences they have had. We empower them to build up the skills and resources they need to take control of their own lives, access a tenancy of their own and maintain a quality of life in the long term. We give them the information they need to make positive choices about their futures.

As well as delivering courses to our staff WHAG delivers Healthy relationship training to employers and schools to assist in the education and prevention of Domestic abuse

**Our Vision** - To support and empower vulnerable women and those affected by domestic abuse

**Our Mission** - End Domestic Abuse, Homelessness, and relationship breakdown.

**Our Values** - Empowerment, Choice, Change, Strength

**Guiding Principles** - Our guiding principles help define how we will act at all times through the development and delivery of WHAG in the future

Be non-judgemental and supportive at all times.
Ensure trauma informed, flexible support is accessible to all those in need
Support individuals to take responsibility and accountability for their actions
Support individuals, partners and families to live independently within the community of their choosing.
Help develop new knowledge and create new skills for individuals and families to make better life choices.
Provide positive alternatives to current services and resources available in a community.

**WHAG** has a strong values base, embedding, empowerment, choice, strength and change into or organisation. We are looking for staff that can deliver person-centred, trauma informed services, are innovative, trustworthy, can do, self-motivated and excellent at all times, so it is important that you are as passionate about these principles as we are.

## JOB DESCRIPTION

<b>Job Title:</b>	Children's Worker
<b>Reports to:</b>	Service Manager
<b>Location</b>	Ellesmere Port - Although maybe expected to work across Cheshire West and Chester
<b>Responsible for</b>	
<b>Date Reviewed</b>	August 23

### Overall Aim

- To provide activities and support for children and young people across all Cheshire West and Chester refuge services including core refuge dispersed refuge, complex needs and resettlement.
- To work with families to improve parenting and parent child relationships.
- To ensure the service is delivered to a high standard following WHAG policy and procedure paying particular attention to: H&S, Child and Adult Safeguarding and confidentiality practice.

### Requirements

- Relevant qualification or equivalent to Diploma/ Degree/NVQ 3 or equivalent work level experience and the willingness to achieve a level 3 relevant qualification
- Ability to work across WHAG's contract area and travel for training and meeting purposes.
- Access to a car for work purposes.
- Ability to work flexible hours including evenings, weekends when required..

### Job Description

The list does not cover the full scope of tasks and responsibilities of Children's Worker but illustrates some of the areas of emphasis for this post.

### Key Objectives

- To be accountable and responsible to the Service Manager, the Operations Manager and ultimately the Chief Executive Officer (CEO) for the effective support, empowerment and advancement of clients.
- To ensure the working environment meets health and safety requirements.
- To ensure that the delivery of the service to service users, funders and stake holders is underpinned by a commitment to anti-discriminatory practice and equality of opportunity.
- To work within quality assessment frameworks, associated regulations and WHAG's policy and procedure.



## Key Tasks and Responsibilities

1. To create a safe, supportive and welcoming environment for children and young people in refuge services in Cheshire West and Chester.
2. To plan and provide one to one and group play sessions for children of all ages to develop the skills required to work through their experiences of domestic abuse.
3. To take an active role in leading play activities during school holidays and after school.
4. To provide fun and creative activities for families that nurtures the child and parent relationship.
5. To provide child care to enable the parent to speak openly in support sessions and protect the children
6. To support positive parenting by providing parenting support and programmes.
7. To provide practical information and assistance to women about local services for children, such as children's centres, nursery or schools.
8. To work closely with DA Support Workers to maintain a multiagency approach to safeguarding with TAF and Children's Social Care.
9. To undertake risk assessment for all activities to ensure that all health and safety requirements are met.
10. To ensure that any issues in relation to safeguarding children or vulnerable adults are brought to the immediate attention of the Safeguarding Lead
11. To set up and maintain library of children and parenting resources to be accessed by families.
12. To support and supervise students or volunteers

## Responsibilities shared with all staff

- To ensure that the values and principles underlying WHAG's services are maintained and developed.
- To participate in regular supervision and annual appraisal and help in identifying your own job related development and training needs.
- To work at times other than office hours to attend meetings, participate in networks, fundraising events and ensuring that the service is accessible.
- To undertake any other duties that may be required which are appropriate to your role
- To be committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. We expect all staff and volunteers to share this commitment.
- To work at times other than office hours to attend meetings, participate in networks, fundraising events and ensuring that the service is accessible.



## √Person Specification

Experience and Knowledge of	Essential	Desirable
NNEB, NVQ Level 3 or equivalent	x	
Significant experience of working with children	X	
Experience of organising and providing play and other activities.	X	
Knowledge of the dynamics and impact of domestic abuse	X	
An understanding of health and safety requirements in providing services for children.	X	
Understanding of safeguarding and child protection.	X	
IT skills, particularly Microsoft Office, Outlook and Internet.	X	
Effective record keeping.	X	
Good communication and organisational skills.	X	
Ability of working on own initiative and of working as part of a team.	X	
An understanding of confidentiality and health and safety procedures	X	
Ability to communicate clearly verbally and in writing in a confident and professional manner.	X	
Knowledge of, and commitment to, equal opportunities with regard to service users and colleagues.	X	
Have a high degree of integrity, tact, diplomacy and organisational spirit.	X	
Have hands on approach and be a team player.	X	
Experience of working within the voluntary sector.		X
Experience of delivering parenting support and programmes		X



## Other Information

Principle Terms and Conditions	
<b>Salary:</b>	NJC Salary Scale 12-17
<b>Actual Salary:</b>	£23,430 - £25,743
<b>Hours Per Week:</b>	36 hours
<b>Annual Leave:</b>	23 days per annum rising to 28 + 8 Bank Holidays (Pro Rata)
<b>DBS</b>	Valid DBS
<b>Car user</b>	<p>Regular travelling is required. The role holder must have access to a car. Business mileage is payable from an agreed base.</p> <p>The role holder must possess a full current driving license, road fund license and business use</p> <p>Insurance and MOT, providing proof when requested. The role holder must ensure the car is maintained and in a roadworthy condition.</p>
Benefits	
<b>Pension:</b>	WHAG operates an auto enrolment pension plan, which all employees are enrolled after 3-month probation period via NEST. WHAG contribute to this pension in line with legislation.
<b>Health Plan</b>	<p>WHAG operate a health plan for all employees after completion of their probationary period.</p> <p><b>This includes</b>            Free eye testing            Access to counselling            Reduced gym membership</p>
<b>Bike to work scheme</b>	WHAG operate a bike to work scheme.
<b>Tech Scheme</b>	<p>WHAG operate a salary sacrifice tech scheme.</p> <p>This includes all products from Curry's</p>
<b>Christmas saving scheme</b>	Save January – November
<b>Flexi for non-rota posts</b>	(Core hours 10.00am – 3.30pm )
<b>Holiday Purchase</b>	One week

I confirm that I have read and understood this document

Signed \_\_\_\_\_

Name \_\_\_\_\_

Date \_\_\_\_\_