

Harbour Job Description

Job Title	<p>Children & Young People Support Workers Posts available from 21 to 37.5 hours per week</p>
Reporting relationship	Reports to: Team Manager (CYP)
Overall purpose	<p>To provide a high quality, client-led trauma informed support service to children and Young People affected by domestic abuse, enabling them to:</p> <ul style="list-style-type: none"> • Address issues resulting from experiences of domestic abuse • Empower children and young people to aspire to a positive future • Contribute to the prevention of future abuse by promoting healthy attitudes to relationships
Principal responsibilities	<p>CASEWORK</p> <ol style="list-style-type: none"> 1. Facilitate a whole family approach to support, facilitating clear pathways into relevant Harbour & other services for all the family and maintaining effective information sharing between services. 2. Assess, manage, and review risks to children/young people (CYP), parents, colleagues, and self. 3. Assess the needs of CYP and develop outcome focussed support plans using solution focussed, strength-based methods, in partnership with the CYP and, as appropriate, parent/carer, enabling them to increase feelings of safety and recover from their experiences of domestic abuse. 4. Implement and review support and risk management plans to ensure desired outcomes are achieved. 5. Develop and deliver planned interventions to meet needs and improve outcomes for CYP and families, including tailored one to one support and group work. 6. Deliver appropriate interventions to CYP displaying abusive behaviours towards parents/carers. 7. Deliver programmes promoting safe relationships to prevent future experiences of abuse. 8. Plan and implement activities to ensure the service is informed by the voices of CYP so we understand their needs and how we can improve our services. <p>GENERIC</p> <ol style="list-style-type: none"> 9. Work with colleagues to deliver an effective service in line with stakeholder needs, policies & procedures, and budget parameters. 10. Ensure personal safety and that of CYP and other staff. 11. Safeguard the health & welfare of CYP and their families. 12. Work effectively in partnership with multiple statutory and voluntary agencies to enhance service delivery. 13. Maintain accurate and confidential case management records and databases and contribute monitoring information for the service. 14. Attend multi agency meetings to support work with families. 15. Prepare and present reports where appropriate, including to support legal processes. 16. Comply with data protection legislation, confidentiality and information sharing policy and procedures and all legislation connected to your work. 17. Respect and value the diversity of the community and recognise the needs and

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	<p>concerns of a diverse range of individuals and families ensuring the service is accessible to all.</p> <ol style="list-style-type: none"> 18. Remain up-to-date and compliant with all relevant procedures, policies and codes of conduct, upholding standards of best practice. 19. Enable service users to participate in the design, delivery, and evaluation of services 20. Work in association with all Harbour teams to deliver a holistic service to families living with the effects of domestic abuse. 21. Be accountable for and review own practice using supervision, reflective practice and other opportunities for continuous professional development. 22. Promote the work of Harbour and the issue of domestic abuse in the region. 23. Contribute to the formulation of operational policy and future development of services and Harbour as a whole 24. Such other duties as Managers or the Chief Executive may from time to time reasonably require. 																								
Location	Within County Durham/Darlington OR Tees Valley (Redcar & Cleveland, Stockton & Hartlepool)																								
Practical requirements	<p>The role will involve evening and weekend work and work on public holidays.</p> <p>The post holder needs to be able to travel to meet with clients.</p>																								
Remuneration package	<p>SALARY Dependent on experience, up to £21,450 per annum for 37.5 hrs/week.</p> <p>PENSION Harbour will contribute to a defined contribution pension scheme.</p> <p>HOLIDAYS</p> <table border="1" data-bbox="448 1263 1197 1464"> <tr> <td>First & second year</td> <td>24 days + public holidays</td> </tr> <tr> <td>Third full holiday year</td> <td>26 days + public holidays</td> </tr> <tr> <td>Fourth full holiday year</td> <td>29 days + public holidays</td> </tr> </table> <p>All holidays are applied pro-rata for part time posts</p> <p>EXPENSES Mileage for business travel paid at £0.40/mile for the first 2500 miles, then 25p/mile.</p> <p>SICK PAY</p> <table border="1" data-bbox="448 1753 1412 1975"> <thead> <tr> <th>Years of Service</th> <th>Full pay period</th> <th>Half pay period</th> </tr> </thead> <tbody> <tr> <td>Less than 1 year</td> <td colspan="2">Statutory Sick Pay</td> </tr> <tr> <td>One to two years</td> <td colspan="2">Statutory Sick Pay</td> </tr> <tr> <td>Two to three years</td> <td>1 months</td> <td>1 months</td> </tr> <tr> <td>Three to four years</td> <td>2 months</td> <td>2 months</td> </tr> <tr> <td>Four plus years</td> <td>3 months</td> <td>3 months</td> </tr> </tbody> </table>	First & second year	24 days + public holidays	Third full holiday year	26 days + public holidays	Fourth full holiday year	29 days + public holidays	Years of Service	Full pay period	Half pay period	Less than 1 year	Statutory Sick Pay		One to two years	Statutory Sick Pay		Two to three years	1 months	1 months	Three to four years	2 months	2 months	Four plus years	3 months	3 months
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