

Job Description

Job Title:	Children's Services Worker – Female Only*
Responsible To:	Caledonian Women & Children's Service
Supervisory Responsibility:	GBV Services Manager and Team Leader

Sacro's Vision: *Scotland will be a place of safety, inclusiveness, and wellbeing for everyone.*

Sacro's Mission: *To deliver life changing services that empower people, give hope and protection, and help to build safe communities.*

Overall Purpose of the Post:

To increase the safety and well-being of children whose fathers/stepfathers are subject to statutory social work supervision and are attending, or being assessed for the Caledonian Men's Programme.

Duties and Responsibilities:

- To advocate on behalf of the child/ren to ensure that their rights are upheld.
- To manage an agreed caseload and maintain appropriate case records of the interventions and contacts with clients and other workers.
- To co-facilitate elements of the group work programme in conjunction with the men's group workers.
- To compile joint risk assessments and plans, using tools which assess the risks to children from domestic abuse, and from other factors which affect the child's wellbeing using the eight wellbeing indicators, the "My World Triangle" and the Resilience Matrix.
- To contribute to children's plans by supporting any existing plans or advocating for a co-ordinated approach for a child when one is needed; ensuring that any children's support address the impact of domestic abuse on the child.
- To contribute to a multi-agency model of working, contributing to Child Protection and Vulnerable Adult Case Conferences, Risk Management Case Conferences, Children's Hearings, Family Court Hearings, Multi-agency Risk Assessment Conference (MARAC), Multi-agency Tasking and Coordinating group (MATAC) and other relevant meetings.
- To contribute to the work of the Caledonian System, liaising closely with case managers, men's programme workers and women's services workers to assess and manage risk and to appropriately share information relating to this.
- To meet with the child, when required, to ensure the child's voice is heard, their needs are met and they fully understand the processes they are involved in.

- To carry out all duties in accordance with Sacro policies and procedures.
- To carry out the day to day functions and participate in the decision making of the service, ensuring the provision of a high quality and consistent level of service as directed by the Service Delivery Manager;
- To promote good practice in relation to work with children surviving domestic abuse on an individual, a local and national basis;
- To provide advice and/or advocacy to children regarding a range of issues as appropriate;
- To work with the Women's Service Workers in assessing the level of support and the interventions required by the partners(ex) of men attending the Caledonian Domestic Abuse Programme;
- To monitor and evaluate the service provided;
- To develop the service in light of any evaluation, which would include feedback from professionals, children and women accessing the service;
- To maintain appropriate written and electronic records of service users, volunteers and equipment/property as required (including information for monitoring and evaluation purposes) and in line with data protection legislation;
- To prepare reports and other written materials as requested by the Service Delivery Manager;
- To oversee the work of volunteers / student placements and others as required and directed by the Service Delivery Manager;
- To establish appropriate professional links with all local related agencies as appropriate and to liaise with other organisations, as required;
- To participate appropriately in training events and other such professional activities, as may be required;

Education and Experience

The post holder requires good written and verbal communication skills and should be educated to at least a Higher National Certificate level or hold a SVQ 3 in a relevant subject, such as Social Care. The post holder must also have relevant experience in working with children who have been affected by domestic abuse. Experience in the Scottish Criminal Justice system would be advantageous. The post holder will be required to attend and pass a Caledonian assessment centre for the Children's service and then attend specialist Caledonian training before undertaking this role. The assessment centre will form part of the interview process.

Other:

Sacro is fully committed to the active promotion of equal opportunity in its capacity as an employer and in the provision of all its services both to those harmed by and those responsible for crime and to the community as a whole. It is the individual responsibility of every member of staff to seek to ensure the practical application of this policy.

All staff are required to be committed to Sacro's aims and objectives and to the promotion of equality of opportunity.

All staff are required to adhere to Sacro's Health and Safety policy and to implement this in their working environment and practices.

Teamwork is a vital aspect of Sacro's work and postholders are also expected to take an active part in meetings, as required and, where possible, to cover for colleagues.

Flexible working practices and hours will be required. This will include some evening work.

Outline of Main Terms and Conditions of Service

Salary:	SCP 27 – 30, currently £26,130 - £28,925 per annum, pro-rata.
Leave Entitlement:	31 days annual leave plus 6 fixed public days.
Hours of Work:	37.5 hours per week. Some evening/weekend work may be required.
Condition:	Membership of the Protecting Vulnerable Groups (PVG) scheme is a requirement for the post.
Pension:	Sacro employees are automatically entered into the Sacro Group Personal Pension Scheme or membership of current scheme continues.
Work Base:	Falkirk (covering Forth Valley: Falkirk, Stirling & Clackmannanshire).
Notice:	4 weeks, in writing
Benefits:	<ul style="list-style-type: none"> • Policies and family friendly. • Generous annual leave entitlement. • Employee wellbeing scheme. • Pension scheme and death in service. • Learning and development, progression and qualifications. • Opportunity for growth and development. • Enhanced company sick pay. • Cycle to work scheme. • Flexible and hybrid working. • Work-life balance

Person Specification

Criteria	Essential	Desirable
Qualifications		
Higher National Certificate level or hold a SVQ 3 in a relevant subject, such as Social Care.	X	
Educated to degree level.		X
Additional relevant qualification related to domestic abuse and supporting children as victims.		X
Experience		
Experience of establishing appropriate professional links with other agencies and to liaise with other organisations.	X	
Relevant experience of working with children who have been affected by domestic abuse.		X
Experience of developing and delivering a new service with a partnership approach.		X
Experience of working within the Scottish Criminal Justice System.		X
Skills and knowledge		
Knowledge and/or working experience of the affects of domestic abuse.	X	
Good communication skills, including report writing.	X	
Good organisational skills.	X	
Practical knowledge and/or experience of risk assessment.		X
Other		
Full driving licence and access to a car satisfying appropriate insurance requirements.	X	
Attitude and Behaviours		
A commitment to working within the ethos, values and principles of Sacro.	X	