



Job Title: Children and Family Project Development Worker

Reporting to: Domestic Abuse & Community Engagement Services Lead and Area Lead in West Yorkshire

Direct Reports: Volunteers and as determined by your line manager

Hours: 37 per week

Salary: £26,620 - £27,830 pa

Based: West Yorkshire, within community based environments and includes travel to other Ashiana areas of work

The purpose of this role is to ensure effective support provision to BAMER (Black, Asian, Minority Ethnic and Refugee) children who have experienced or witnessed violence, abuse and exploitation including Human Trafficking and Modern Slavery.

This includes working across community organisations.

Job Description

1. To provide support to children who have experienced or witnessed domestic abuse (including forced marriage, FGM and 'honour' based violence) or human trafficking and modern slavery who are residing in Ashiana Refuges or accessing support services.
2. To work with the management team and Refuge Lead to develop and implement Ashiana's children and family support programme in line with internal and external strategy plans and standards.
3. To support women to access education or nursery provision for school age children.
4. To work directly with children developing positive relationships and providing appropriate support to address a range of needs
5. To support parents to provide an appropriate environment in which children and young people feel safe and which encourages the development of their self-esteem and resilience.
6. To provide a mixture of targeted group work and courses for parents and carers and develop Ashiana's parent support packages and courses
7. Exploring tested programmes and gaining relevant quality assurance kitemarks
8. To deliver a programme of play-work and activities.



9. To deliver non-directive play providing toys and materials.
10. To work with children in large and small groups and on a one to one basis
11. To act as advocate for children's views and needs within Ashiana and with other relevant agencies
12. To support volunteers to access the programme and develop a small team of volunteers to support activities as appropriate
13. To talk with women about their children and to support them with concerns they may have around parenting
14. To provide help to enable children to understand their current situation
15. To work with Ashiana staff team to offer awareness and co-delivery of support to families
16. To contribute to resettlement work where appropriate
17. To liaise with the Refuge Lead where there are safeguarding concerns and to attend core groups and case conferences and make appropriate reports
18. To take a positive approach in tackling racism, sexism and other prejudices helping develop positive identities and views of other lifestyles
19. To work in a sensitive, flexible and non-judgemental way and within an equal opportunities framework with a specific understanding of issues surrounding domestic abuse and human trafficking
20. To collect and input relevant data needed for monitoring purposes
21. To keep appropriate records relating to children and young people.
22. To contribute to the Out of Hours mobile phone cover rota. This may include coming into the refuge in an emergency

Other Requirements

- To take part in any training relevant as determined by your line manager via supervision
- To work in accordance with Ashiana's Diversity Policy.
- To work in accordance with Ashiana's Health and Safety policy and associated procedures.
- Undertake any additional tasks as reasonably required as determined by your line manager
- To work within and promote the values and policies and procedures implemented by Ashiana and be involved in the development and review of policies and procedures as determined by the CEO and Trustees



- To undertake any duties and responsibilities as determined by Ashiana that may require working unsociable hours for example evenings and weekends



Person Specification

	Criteria	E	D
Skills and Knowledge	<p>An understanding of the impacts upon children of witnessing or experiencing trauma or abuse.</p> <p>An ability to respond to women and children in crisis in a calm and appropriate manner.</p> <p>The ability to work in a non-judgemental way and to recognise different and individual needs children may have.</p> <p>A good understanding of confidentiality, child protection issues, and anti-oppressive practice.</p> <p>A proven understanding of the need for, and the boundaries of confidentiality.</p>	<p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p>	
Experience	<p>Experience of working with families, children and young people from 0 to 16, individually and in groups.</p> <p>Experience of work which addresses the differing needs of children from different backgrounds with individual experiences.</p> <p>Experience of implementing Safeguarding Children legislation, and child protection issues within a service setting.</p> <p>Experience of working with women and children with different needs and from different social, cultural and religious communities.</p> <p>Experience of supporting and motivating volunteers</p>	<p>X</p> <p>X</p> <p>X</p> <p>X</p>	<p>X</p> <p>X</p>
Qualifications	NVQ or above in relevant field e.g. Health, social care, early years, education, working with parents	X	
Personal Qualities	<p>Willing to travel and occasionally work unsocial hours</p> <p>Be a good team worker demonstrating loyalty and commitment to Ashiana, its client group and staff members</p>	<p>X</p> <p>X</p>	