

## **JOB DESCRIPTION**

<b>POST:</b>	<b>Bairns Hoose Rights, Advocacy and Trauma Recovery Worker</b>
<b>DIVISION:</b>	<b>Children and Family Services</b>
<b>RESPONSIBLE TO:</b>	<b>Service Manager</b>
<b>SALARY:</b>	<b>£35,850 -£41,150 per annum (pro rata if part-time)</b>

### **Children First - Vision and Values**

Children First is Scotland's national children's charity. We stand up for every child because all children should have a safe childhood. We protect children from harm and support them to recover from trauma and abuse through our national and local services. We help children, their families and the people that care for them by offering emotional, practical, and financial support. We give children hope and a safer, brighter future.

Our core values guide how each one of us works in our individual day to day job:

- With love, we put children first.
- With purpose, we transform children's lives together.
- With strength, we do whatever it takes to protect Scotland's children.

### **Service Profile – Context and Aims**

Children First Bairns Hoose is based on the European Barnahus model, designed to deliver a child-friendly, multidisciplinary, and interagency model of justice, care and recovery for children who are victims and witnesses of all forms of violence. Children receive a coordinated trauma responsive plan to support their journey through the care, protection, and justice system. The aim of the Bairns Hoose model is to; prevent re-traumatisation caused by delayed and disjointed investigation and court proceedings, to keep children safe, allow them access to fair justice and to help them recover from the trauma of their ordeal. Bairns Hoose aims to place the best interests of the child at the centre of all the systems that are there to protect them and to offer the child and their family or care-givers all the support they need.

This post is based in our Aberdeenshire Bairnshoose. You will join an experienced and skilled team supporting children, young people, parents and families who have experienced trauma. The service provides a wide range of recovery focussed support for children and families who have witnessed, been impacted by, or experienced abuse – including physical and emotional abuse, domestic violence, and sexual abuse.

Our Bairns Hoose team have experience supporting young people, parents and families across a broad spectrum of care, justice and protection proceedings. We are committed to ensuring that where this fits with their professional background and experience, Bairns Hoose Rights, Advocacy and Trauma Recovery Workers offer support across different areas; undertaking support with family members and carers who can be impacted by their own experiences of trauma, as well as supporting young people who have experienced a range of abuse and trauma. This enables workers to have a diverse range of short, medium and long-term support, maximises opportunities for ongoing professional development and crucially, ensures a balanced workload to minimise potential for vicarious trauma.

## **GENERAL PURPOSE**

The post holder will be a member of the Children First North Bairns Hoose team in Aberdeenshire and will assist in the development and delivery of the Bairns Hoose by:

- Making sure that a child's rights-based approach is at the heart of everything we do.
- Providing professional, high quality, trauma sensitive and responsive recovery focused support for the children, young people, and their families following joint investigative Interview.
- Ensuring that the therapeutic recovery support for children, young people and their families within the Bairns Hoose Team achieves the desired outcomes in relation to care, protection and justice, preventing re-traumatisation, supporting and facilitating recovery and upholding the rights of the child.
- Contributing to the local impact and strategic and operational influence of Children First in the test, learn, development of the Aberdeenshire's Bairns Hoose model, for the benefit of children, young people, and families.

## **KEY RESULTS AREAS**

### **Relationships with Children, Young People and Families**

- Welcome children and their supporters into our Bairns Hoose.
- Support children and their families at every stage of the care, protection and justice journey, ensuring recovery starts from the point of a child sharing their story.
- In conjunction with our colleagues in the Aberdeenshire Joint Interview Team, take account of the needs of the child, young person, and supporter in relation to the joint investigative interview and offer advice, guidance and support to maximise levels of comfort and confidence within the process, to ensure that it is not retraumatising
- Support the child, young person, and their family to be prepared for and participate fully in the justice process, including giving evidence via remote link to court, supporting the evidence by commissioner process, and any other relevant justice processes in which the child participates.

- Provide flexible follow up assessment and recovery support that creates a culture of person-centred service, based around the unique needs of families.
- Provide child centred, family minded, recovery focused therapeutic support which is underpinned by the knowledge that individuals can recover from trauma, through relationship based, flexible, responsive support.
- Deliver therapeutic support:
  - That is inclusive and respectful, working 'alongside' families
  - That offers flexible support and minimises barriers to achieve high levels of take up of recovery support, thereby enabling strong engagement
  - From the Bairns Hoose when this works best for the child, young person and their family
  - On an outreach basis, including visits to the family home or community-based locations across Aberdeenshire geography
- Undertake quality and timely assessments of the risks and needs of children, young people and families accessing the Bairns Hoose Team, taking a strengths-based approach, placing the child and family at the centre to inform and develop plans to support recovery.
- Maximise opportunities for children, young people and families to participate in the development of their support plans, through the provision of accessible information and advice.
- Promote and safeguard the rights of children and young people, offer support, advocacy and guidance to assist children and young people in expressing their views and empower them to be involved in planning and decision-making.

### **Relationships with others**

- To support the Bairns Hoose Service Coordinator in the ambition of delivering a high quality first Bairns Hoose for Scotland working collaboratively with all Children First and multidisciplinary colleagues within the wider Aberdeenshire Bairns Hoose partnership.
- Contribute to and develop our trauma sensitive team approach including a commitment to open and honest conversations, intentional connection and engaging meaningfully in peer support and supervision
- To support the wider Bairns Hoose team at events and activities, working constructively with a range of external agencies and promoting the service to external partners and key stakeholders both locally and nationally

### **Operational Requirements**

- To undertake assessments in conjunction with the child and their family and relevant professionals, to gain insight into the significant issues impacting a child and create an outcome focused support plan.

- Ensure that all information gained through the process of assessment, support, monitoring and review, is stored within the Children First and evolving Bairns Hoose information management systems, meeting Children First and external standards.
- To contribute to our Bairns Hoose team testing, learning from and developing an effective 'duty' response to support the day to day planning and effective use of spaces within the Bairns Hoose and to ensure a child and family friendly, welcoming environment.
- To capture the experiences of children and families within Aberdeenshire and support children and families to share their feedback in a way that is empowering
- To co-facilitate child rights centered participation groups or other participation opportunities as required
- To engage in internal support and supervision processes and take responsibility for continuous professional development.
- To contribute to ongoing external evaluation from partners Edinburgh University
- To undertake mandatory and relevant internal courses as required and participate in the internal processes to ensure the safety, care and wellbeing of the young person and their family within the Bairns Hoose context.
- To ensure quality assurance is visible and work is appropriately monitored, and that there is compliance with Children First internal standards and relevant legislation/external standards.

## **ADDITIONAL DUTIES**

Any additional duties will normally be to cover unforeseen circumstances or changes in work and will usually be appropriate and compatible with the regular type of work. If an additional task or responsibility becomes a regular or frequent part of the job, it will be included in the job description in consultation with the post holder.

## **ADDITIONAL RESPONSIBILITIES**

As part of a test, learn approach to developing Bairns Hoose, the role of the Bairns Hoose Rights, Advocacy and Trauma Recovery Worker may evolve to include new responsibilities, including supporting a child and young person for a medical assessment, providing information about what they will be offered, the reason for this and enabling full informed consent.

- The job description for this role may need to be updated to take account of feedback and learning from the process of developing a preferred model for Bairns Hoose in Scotland.
- To be committed and adhere to Children First vision, mission and values.
- To comply with Children First Child Protection and Adult Protection policies and

procedures and with National Guidance.

- To comply with Children First code of conduct (All Children First staff) and Codes of Practice for Social Service Workers and Employers (specific to Children and Family Services Divisional staff).
- To actively consider the involvement of children, young people and families with whom we work, in all areas of practice and to implement the Children First
- Participation Standards.
- To actively consider the involvement of volunteers in all areas of our work and to implement the Children First Volunteer Development Policy.
- To observe all health and safety requirements.
- To work within and promote policies in relation to Equal Opportunities and anti-discriminatory practices.

## PERSON SPECIFICATION

### POST: Bairns Hoose Rights, Advocacy and Trauma Recovery Worker

AREA	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	<ul style="list-style-type: none"><li>• Degree or Diploma in Social Work, or equivalent professional qualification at SCQF level 9 or considerable experience in a similar role</li></ul>	
<b>Experience</b>	<ul style="list-style-type: none"><li>• Experience working with children, young people, and families, including experience of child protection processes</li><li>• Experience of undertaking assessment of need and risk within the context of abuse, child protection and child welfare</li><li>• Experience of supporting children, young people and their families who have experienced abuse, hurt or harm.</li><li>• Experience of multidisciplinary practice</li><li>• Experience of undertaking trauma recovery-based</li></ul>	<ul style="list-style-type: none"><li>• Experience of supporting children and young people at risk of harm</li><li>• Experience of attending multi agency meetings where the needs of children, young people and adults at risk are discussed</li><li>• Involving children, young people and their families in planning, designing and implementing services</li><li>• Influencing service delivery and quality for children and young people</li><li>• Experience of facilitating Group Work</li><li>• Experience of a child's rights based participation model</li></ul>

	support with children and young people and/or adults	<ul style="list-style-type: none"> <li>• Experience of delivering training</li> <li>• Experience of working within the Third Sector in a related role</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Knowledge of relevant childcare legislation and guidance relating to children's rights</li> <li>• Knowledge of issues which impact on children, young people and families stemming from trauma and childhood abuse</li> <li>• Knowledge of developments in professional practice, in relation to child's rights based practice and trauma informed, person centered approaches to recovery and family support</li> <li>• Knowledge and understanding of how children and young people develop, and promoting resilience</li> <li>• Knowledge of services and issues relevant to the needs of children and young people</li> <li>• Knowledge of statutory social work role and function</li> <li>• Knowledge of justice processes in relation to children and young people</li> </ul>	
<b>Work Related Skills</b>	<ul style="list-style-type: none"> <li>• Ability to provide highly skilled, trauma sensitive, recovery-based support for children, young people, adults and their families</li> <li>• Ability to adapt and respond to a variety of situations and people to meet changing priorities and different ways of working</li> <li>• Negotiation, advocacy and influencing skills</li> <li>• Competent in the use of MS Office</li> <li>• Ability to work autonomously while still cultivating team connections</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to lead sharing creativity and innovative practice</li> </ul>

	<ul style="list-style-type: none"> <li>• Ability to utilise robust de-brief methods within a team environment and as an individual</li> <li>• Operate within an evolving trauma sensitive organisation</li> </ul>	
<b>Communication</b>	<ul style="list-style-type: none"> <li>• Effective verbal and written communication skills including the ability to write complex reports</li> <li>• Ability to communicate clearly and concisely to inspire confidence in recipients</li> <li>• Inter-agency liaison and communication skills</li> <li>• An ability to have authentic, honest conversations</li> <li>• An ability to critically reflect on own practice and engage meaningfully with peer supervision process</li> </ul>	
<b>Planning &amp; Organising</b>	<ul style="list-style-type: none"> <li>• Ability to organise and prioritise own workload effectively and to work under pressure</li> <li>• Effective time management skills and ability to meet deadlines</li> </ul>	
<b>Team Working</b>	<ul style="list-style-type: none"> <li>• Ability to work as an effective member of a team</li> <li>• Commitment to prioritise intentional meaningful connection within North Strathclyde Bairns Hoose team and with wider Children First colleagues</li> <li>• Recognition of own limitations and ability to learn from wider team</li> <li>• Contributing to regular team meetings</li> <li>• Engaging meaningfully with our peer support and supervision process</li> <li>• Ability to have open and honest constructive and supportive conversations</li> </ul>	<ul style="list-style-type: none"> <li>• Coaching and mentoring skills</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>•</li> </ul>	

	<ul style="list-style-type: none"><li>• Full current driving licence</li><li>• Access to own vehicle</li><li>• Ability to work flexible hours in line with service delivery requirements</li><li>• Commitment to Children First vision, mission and values</li><li>• Commitment to and understanding of the principles of participation</li><li>• Understanding of and commitment to the principles of involving volunteers</li><li>• Commitment and promotion of equal opportunities and anti-discriminatory practices at work</li><li>• Commitment to the principles of confidentiality in relation to children, young people and families</li><li>• Awareness of personal responsibility in relation to health and safety</li></ul>	
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