



Trust House Lancashire

Rape and Sexual Assault Support Centre

JOB DESCRIPTION AND PERSON SPECIFICATION FOR THE POST OF

Specialist (Sexual Violence) Family Support Worker

Title	Specialist Family Support Worker
Reporting to	Children, Young People and Families Service Manager
Hours	21 hours hrs per week
Contract Duration	Until 31 st March 2023 and subject to further funding beyond that.
Salary	£26811.46 (Pro-Rata 21 hours per week)
Annual Leave	28 days pro-rata, plus statutory bank holidays pro-rata
Place of Work	Home and office based. Office is in Preston. There'll be a requirement to travel widely in the Lancashire area.
Function	To provide a pro-active service, within a multi-disciplinary setting to children and young people aged 4-18 years, who have been victims of rape, sexual violence or sexual abuse of any kind, and their families.

Purpose of the Post:

This Specialist Family Support Worker (SFSW) will work across Lancashire providing tailored support to a caseload of families where a child or young person in the family has experienced sexual abuse.

The SFSW will offer a tailor-made service to empower children and young people that have been subjected to any kind of sexual violence and their supporting families to work through and beyond their experience of abuse.

The post- holder will ensure services are delivered in accordance with appropriate standards and requirements as specified in Trust House Lancashire's policies and procedures and ensure that services meet The Survivors Trusts National Service Standards for working effectively with individuals who have experienced sexual violence. Furthermore, the post- holder will adopt the guidelines presented by the

Local Safeguarding Children's Board (LSCB) to ensure the welfare and safety of our young clients and their families.

Main Duties:

- Coordinate and deliver the service including project recording, monitoring, evaluation, and final reporting.
- Developing partnerships with outside agencies and networking to promote the service.
- Develop and maintain trusting professional relationships with children, young people, and their families through 1:1 work and a range of family interventions to provide them with a safe and protected environment in which to engage.
- To carry out a support needs assessment of the child's / young person's needs particularly the needs in relation to addressing the impact of their abuse and including risk assessments.
- To assess any holistic familial support needs in the context of enabling best support for the child and their recovery.
- Complete a support Plan in line with assessed needs and risk.
- Work in partnership with other Trust House colleagues and statutory and non-statutory services in Lancashire to ensure delivery of the support plan through onward referrals and signposting and multi-agency working.
- Attend relevant meetings to support any wider family support plans and information sharing.
- Ensure that the child or young person's voice/wishes/feelings are considered throughout all practice and processes.
- Promote the work of Trust House Lancashire to relevant statutory partners and other voluntary agencies and build positive working relationships with services as appropriate.
- Work with agencies and professionals to train and/or raise awareness of sexual violence and child sexual abuse issues.
- Develop links with local schools/colleges/community settings to increase service awareness amongst young people and professionals who work with them.
- Contribute to the development of policies, protocols, guidelines, and strategies within this area of practice.
- Identify emerging themes, areas of service gap or inadequacies to support development of local service delivery in Lancashire for children and young people that have been victims of sexual abuse.
- Support and facilitate in partnership the establishment of young people's and parents' forums to ensure their voice is heard and informs service design, development, and review.

General Duties

- Keep and maintain confidential records of all cases in line with Trust House Lancashire’s confidentiality and data protection policies.
- Complete and maintain monitoring and evaluation processes in relation to delivery.
- Manage caseloads effectively
- Complete project reports and management information requests in a timely manner.
- Attend regular Line Management and Clinical Supervision in line with Trust House Lancashire policy and procedures.
- Ensure Trust House Lancashire office and administrative processes are followed in all areas of work
- Always adhere to health and other personal safety policies
- Work effectively and supportively as part of the team at Trust House.
- Work in a non-discriminatory way.
- Advocate for Trust House Lancashire, the work that we do and the service users that we represent.
- This is not an exhaustive list of tasks, and a degree of flexibility is expected
- The role will require a degree of flexible working and will require you to work occasional evening and weekends to meet client and service needs.

Specialist Family Support Worker

Person Specification:

	PERSON SPECIFICATION	ASSESSED BY:
Qualifications and Experience	<p>Essential</p> <ul style="list-style-type: none"> ◆ Recognised Social or Youth Work Qualification and / or significant and demonstrable experience in 3 of the following work areas for at least 3 years; <ol style="list-style-type: none"> 1. Working with children and young people that have experienced sexually abuse. 2. Working directly with families with complex needs. 3. Experience and understanding of issues surrounding rape and sexual abuse particularly its impact on children and young people. 4. Experience of working in a multi-agency and collaborative way. 	<ul style="list-style-type: none"> ◆ Application/Interview

	<p>Desirable</p> <ul style="list-style-type: none"> ◆ Experience of facilitating group work ◆ Evidence of CPD ◆ Experience of working in the voluntary sector. ◆ Experience and or qualification in training delivery 	<ul style="list-style-type: none"> ◆ Application/Interview ◆ Application ◆ Application/Interview ◆ Application
<p>Skills and Attributes</p>	<p>Essential</p> <ul style="list-style-type: none"> ◆ A positive and empowering approach to working with children and young people ◆ A creative approach to engaging effectively with children, young people and their families ◆ The ability to recognise own self-care needs and address these effectively. ◆ Excellent IT skills for the purposes of using a case management system, the collection of information and project reporting and management. ◆ Excellent communication skills ◆ An excellent understanding of issues around confidentiality, safeguarding and the protection of children and young people. ◆ An understanding of data protection principles and equality and diversity practices. ◆ An enthusiastic approach to working with others to share specialist knowledge and experience for the wider benefit of the service, as well as the ability to work on own initiative and independently. ◆ Ability to manage and prioritise work effectively ◆ Able to combine caseload management and project management and development. ◆ Ability to work at times under pressure and within directed time scales. ◆ Able to demonstrate use of a person centred approach to practice 	<ul style="list-style-type: none"> ◆ Interview ◆ Interview ◆ Interview ◆ Application/Interview ◆ Application/Interview ◆ Application/Interview ◆ Application/Interview ◆ Application/Interview ◆ Application/Interview ◆ Interview ◆ Application/Interview ◆ Application/Interview
<p>Values and Attitudes</p>	<p>Essential</p> <ul style="list-style-type: none"> ◆ To be non-judgemental and anti-oppressive in practice ◆ To be able to combine a professional as well as a caring approach to their work 	<ul style="list-style-type: none"> ◆ Application/Interview ◆ Interview

	<ul style="list-style-type: none"> ◆ To be willing to commit to Trust House Lancashire's ethos, mission and vision for the delivery of services to survivors of sexual assault. ◆ Have energy and enthusiasm for the work delivered by Trust House Lancashire ◆ To be committed to making a difference in this field of work. ◆ Commitment to delivering a quality service <p>Desirable</p> <ul style="list-style-type: none"> ◆ To be aware of local and national developments in this field of work and have the ability to integrate this into their work and practice. 	<ul style="list-style-type: none"> ◆ Interview ◆ Application/Interview ◆ Application/Interview ◆ Interview ◆ Interview
Flexibility	<p>Essential</p> <ul style="list-style-type: none"> ◆ Reliability and flexibility in relation to hours of work. 	<ul style="list-style-type: none"> ◆ Application
Mobility	<p>Essential</p> <ul style="list-style-type: none"> ◆ Licence to drive and use of a car and be willing to travel county wide 	<ul style="list-style-type: none"> ◆ Application
Training	<p>Essential</p> <ul style="list-style-type: none"> ◆ Willingness to undertake appropriate training as specified by Line Manager 	<ul style="list-style-type: none"> ◆ Application