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**CHILDREN and YOUNG PEOPLE’S WORKER - PERSON SPECIFICATION**

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| **Attributes** | **Essential** | **Desirable** |
| **Experience** | Good level of IT competence across all Microsoft Office applications  Experience of working with children and/ or young people.  Experience of managing a caseload of children and/or young people, assessing their needs and formulating support plans.  Experience of identifying safeguarding concerns and reporting concerns in line with local procedures. | Experience of partnership working and representing organisation at external meetings and conferences.     Knowledge/experience of the causes and issues relating to domestic abuse.    Experience of assessing the needs and risks to children and young people who have been or are being exposed to domestic abuse. |
| **Education, Qualifications and training** | Minimum SVQ Level 3 in Childcare and Early Learning or qualification that meets with registration requirements for SSSC.  Commitment to continuous personal development and willingness to undertake training. |  |
| **Skills, Abilities and Knowledge** | Excellent understanding of child development and developmental milestones.   Cultural sensitivity to work within the domestic abuse sector within an organisation with a feminist empowerment approach.    Comprehensive knowledge of safeguarding procedures for children and vulnerable adults and how to recognise types of abuse including neglect and physical harm.  Excellent organisational skills with good attention to detail.    Ability to work in a flexible and responsive manner whilst prioritising work within a busy environment.  Casework skills and the ability to assess, identify and work with a range of presenting issues.  Ability to prioritise tasks to ensure accurate and timely case note recording  Experience of completing comprehensive risk assessments for activities and outings.  Ability to identify risk and create bespoke safety plans for children and young people    Ability to write reports.    Problem solving skills    Ability to meet deadlines, to prioritise tasks and manage input from partner agencies effectively. | Excellent understanding of the impact of domestic abuse on children and young people.  Good understanding of all inter-personal violence (including the Power and Control Wheel).  Ability to engage the interest and attention of children and young people using therapeutic art resources  Ability to collect and analyse statistics. |
| **Interpersonal and Communication Skills** | Excellent interpersonal skills  Excellent communicator, both verbally and in writing.    Good influencing and negotiation skills.    Advocacy skills.    Commitment to equal opportunities and anti-discriminatory practice.    Commitment to promoting social inclusion and participation  Ability to build strong and effective relationships with work colleagues and service users. |  |
| **Other** | Ability to work flexibly to support vulnerable women including working beyond normal working hours and weekend and evening work as part of the on-call rota.    Full Driving Licence and access to vehicle is required to travel to different venues carrying a resource bag.    Membership of the PVG Scheme for Children and Vulnerable Adults |  |