

JOB DESCRIPTION

Job Title:	Children and Young People's Complex Needs Support Worker
Hours:	35 hours per week
Contract:	Permanent (Subject to Funding)
Salary:	£31,816.30 (SCP 26)
Responsible to:	CYP Senior Support Worker
Peers:	CYP Support Workers, Young Womens and Girls Support Worker, CYP Senior, Duty/EDDACS Support Workers, Refuge Support Workers, MARDA Co-ordinator, Localities Workers.
Holiday Entitlement	26 days annual leave plus 10 public holidays pro rata

This role is subject to satisfactory Adult and Child PVG scheme membership.

MINIMUM QUALIFICATION REQUIREMENT: HNC Childhood Practice (SCQF 7) or SVQ Social Services Children and Young People (SCQF Level 7)

Job Purpose

To provide specialist, trauma-informed support to children and young people affected by domestic abuse who have complex or additional needs, including neurodivergence and poor mental health.

The postholder will provide longer-term, relationship-based emotional and practical support to a reduced caseload of children and young people who need more intensive intervention than is available through EWA's current CYP support services. The role will help them recover from the impact of domestic abuse and improve access to meaningful support from education, health, housing and wider services.

The postholder will strengthen the capacity and knowledge of the wider CYP team through consultation, reflective practice, training and guidance, contributing to more effective child-centred and trauma-informed practice across Edinburgh Women's Aid Children and Young People's Service.

The postholder will also work with statutory and third sector partners to improve coordinated responses for children and young people. They will advocate within multi-agency systems, so

children's needs, voices and experiences are understood, and so professionals recognise the impact of trauma when planning and delivering support.

Main Duties

Children and Young Peoples' Work

- To work with a small caseload of CYP aged 5–17 with complex needs by identifying needs, developing care plans, and delivering flexible, trauma-informed, child-centred support using creative, developmentally appropriate and neurodiversity-informed approaches.
- To work in a non-judgemental, supportive manner, ensuring CYP are listened to and that their needs and rights are recognised and met.
- To contribute to the development of child-centred services within Edinburgh Women's Aid for children with complex or additional needs, working within all relevant regulatory requirements.
- To support and provide information to mothers regarding the development and behaviour of CYP and involve them in any planned intervention regarding their children.

Multi-Agency Working

- To work collaboratively with schools, social care, health services and other partner agencies to coordinate support for CYP, reduce duplication, and contribute to effective care pathways, including through relevant multi-agency meetings.
- To provide specialist support, training and guidance to EWA's CYP team, building confidence and skills in supporting CYP with complex needs.
- To develop and maintain effective relationships with statutory and third sector agencies, promoting trauma-informed and developmentally appropriate responses and ensuring the best use of available services and resources for CYP affected by domestic abuse.
- To represent and advocate for CYP within multi-agency meetings and professional networks, influencing support plans so their voices, needs and experiences remain central to decisions about safety, wellbeing and recovery.

Administrative Tasks

- To keep clear, comprehensive records and case plans, and maintain office administration systems, including letters and records of work.
- To support the monitoring and evaluation of the project through the collection of data and provision of information to the management team.

- To write clear and concise reports for agencies as required, e.g. Children's Hearings, Social work, Education.

Other Duties

- To promote and adhere to the aims and objectives of the organisation.
- To identify and respond appropriately to child protection concerns in accordance with Edinburgh Women's Aid's child protection policies and procedures and pan-Lothian agreements.
- To attend supervision sessions and team meetings.
- To provide training and talks to the CYP team and voluntary and statutory agencies on domestic abuse, complex needs and children and young people.
- To develop children and young people's work in line with organisational developments, legislative changes and changing needs.
- To liaise with all Women's Aid workers and joint work cases where appropriate.
- To assist with the running of our service by being flexible in your approach to this post and carrying out other duties as requested by management that are consistent with this post.
- To undertake training as necessary.

Please note – the above list is not exhaustive

Person Specification

Essential Requirements
• Recognised qualification for working with children and young people (CYP), e.g. HNC Childhood Practice, Social Services Children and Young People, Social Work, Community Education, NNEB, Psychology or Education • Minimum two years' experience of working with children and young people affected by domestic abuse, trauma, complex needs, neurodivergence and/or mental health difficulties. • Knowledge and understanding of domestic abuse, trauma, child development, complex needs, neurodivergence and mental health, and their impact on children and young people. • Knowledge and practical understanding of child protection, care standards, regulatory requirements and safe practice when supporting children and young people. • Ability to develop and deliver creative, inclusive and developmentally appropriate methods of engaging and supporting children and young people. • Ability to advocate effectively for children and young people and communicate confidently with families, colleagues and multi-agency partners.

- Ability to produce clear reports, maintain accurate records and use digital systems effectively.
- Commitment to working within the ethos of a feminist analysis of abuse.
- Ability to work effectively as part of a team, use initiative, manage challenging situations and work flexibly, including outside normal working hours when required.
- Experience of delivering individual and/or group work with pre-school and school-age children and young people.

Desirable Requirements

- Ability to give presentations and speak in public to both adults and CYP.
- Additional training in trauma informed practice
- First Aid certificate.
- Driving licence.
- Access to own transport.

Women only need apply under Schedule 9 (Part 1) of the Equality Act 2010

Edinburgh Women's Aid is an Equal Opportunities Employer and welcomes applications from all sections of the community.

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Registered Charity No: SC028301

