

JOB DESCRIPTION

Job title	Blossom Additional Needs Project Worker
Location	A Way Out, Stockton
Hours	37.5 hrs per week. This post will require some evening work for which time off in lieu may be taken
Salary	£20,840 pa
Reports to	Blossom Project Team
Ethos of A Way Out	<p>A Way Out is a charity with a difference.</p> <p>We are an outreach and prevention charity working with the most vulnerable and excluded women, families and young people. We engage, empower, equip and enable to prevent further harm, exploitation and life limiting choices and behaviours.</p> <p>A Way Out is not a “three strikes and you are out” agency, but one that works patiently and tirelessly with grace and mercy at the core, which motivates us to “go the extra mile”.</p> <p>As an organisation based upon universal Christian values, believing in meeting people where they are, building hope and trust, and empowering them towards recovery and ‘a way out’ of their difficulties.</p>
Job Summary	<p>The Blossom project is an outreach and engagement service targeted to support young women aged 16-24 years, living in Stockton on Tees, who experience multiple disadvantages and are at significant risk of poor outcomes. The service works to build emotional resilience and to encourage positive life choices, with the aim of preventing young women being vulnerable to exploitation and abuse and progressing into survival sex work.</p> <p>Vulnerable young women, or those identified at risk, receive holistic support in a structured way through a collaborative assessment and flexible approach. Our delivery model is framed around three core decisive actions: REACH – ENGAGE – EMPOWER with each proposed activity programme linked directly to one or more of these domains.</p> <p>This role will aim to reach young women aged 16 - 25 with disabilities or difficulties including physical disabilities, learning disabilities, sensory impairment and/or other health needs. We understand that people with disabilities/difficulties may experience a variety of challenges which could negatively impact their future development. In addition, we understand that individuals with disabilities or difficulties are more likely to be at risk of abuse and exploitation by virtue of their additional vulnerabilities. Our aim is to change this through using an inclusive approach, passion and determination to ultimately deliver services that directly improve the everyday opportunities for young women with disabilities/difficulties.</p> <p>The project, delivered within a multi-agency framework, will include; drop in sessions for young women with disabilities/difficulties, in reach via specialist education provision, group work and one to one targeted support. All of which intends to enhance the lifestyles of young women, whilst raising their long-term aspirations.</p> <p>The post holder will lead on the specialist service delivery creating safe spaces where young women with disabilities/difficulties can socialise, have their voices heard and engage in a range of activities. In addition, the postholder will be holding a caseload,</p>

	<p>meeting and building relationships with vulnerable young women and offering practical and emotional support to encourage independence and motivate change.</p> <p>It is an Occupational Requirement that applications for this post are open to women only, as permitted under Schedule 9, Part 1, or the Equality Act 2010. Enhanced DBS checks will be required.</p>
--	---

Key responsibilities and duties	
	<ul style="list-style-type: none"> • Reporting to the Blossom Team Leader, you will be working as part of a team in order to achieve defined project outcomes. • Undertake initial service user assessments using relevant screening and assessment tools, in order to identify and respond to those needs appropriately. • Assist with the planning, delivery and design of bespoke project activities including: <ul style="list-style-type: none"> - specialist in-reach provision - Specifically, designed drop-ins to meet the needs of the client group within mainstream activities alongside their peers who may not have additional needs. - Promoting inclusiveness and acceptance of additional needs within the drop-ins. - 1:1 support and advocacy - Support for parents/carers of the client to build up the clients' independence - Group work sessions/activities i.e. independent living skills. • Work alongside the Project Team Leader to develop training and learning tools around exploitation and disability that could be shared with staff and partners • Whilst: <ul style="list-style-type: none"> - Keeping within set budgets - Carrying out any associated risk assessments or health and safety work • Provide practical and emotional support to vulnerable young women. • Hold a case load of young women, devising and monitoring support plans in order for each person to work towards their personal goals, provide advocacy support and make referrals to other agencies where appropriate. • In conjunction with the Project Team Leader monitor a set of outcomes and indicators around the delivery of the service to prevent exploitation and enable young women with disabilities/learning difficulties to reach their full potential • Act as lead professional where appropriate to co-ordinate packages of support /care. • It is expected that a priority of your working hours will be spent in client focused delivery. • Monitor, record and report relevant project information. • Support the Young Women's Project Team Leader within the project evaluation process.

- Assist with the delivery of A Way Out's volunteer training programme and supervise and direct the volunteers allocated to your project.
- Complete client and activity risk assessments to ensure the safety of all clients and team members.
- Keep up to date with information relating to best practice along with both national and local policy affecting your project area.
- Work proactively with other local and regional organisations (statutory and voluntary sector) to ensure support packages are comprehensive and integrated and that learning is shared operationally and strategically with key stakeholder.
- Be the Lead within the Blossom project around disability training, upskilling and raising awareness within the service and the organization in this field

General terms of reference – In carrying out the above duties the post holder will

- Take responsibility for fulfilling job description and the delivery of a holistic service.
- Take an active role in determining professional development needs and agreeing programmes to meet those needs.
- Participate in appraisal, training and supervision processes.
- Ensure the implementation of all A Way Out policies and procedures.
- Keep abreast of relevant developments, legislation changes and practices and share them with the team ensuring that changes to service delivery are aligned where appropriate
- Work strictly within the guidelines of the organisation's Safeguarding and Confidentiality and Health and Safety Policy at all times.
- Undertake other duties appropriate to the grade of the post.

This job description is not a definitive list of responsibilities but identifies key components of the role.

Overview of terms & conditions:

- **Hours:** 37.5hrs per week
- **Appointment:** Subject to DBS check & acceptable references
- **Probation period:** 6 months
- **Outreach hours:** The role involves regular weekly out of hours work
- **TOIL:** We operate a lieu time policy. Any overtime must be taken back as TOIL and agreed in advance with your line manager
- **Annual Leave:** 29 days per year pro rata
- **Use of own car:** Use of own car is essential to this role. Business Insurance cover required.
- **Sickness:** unpaid for first 6 months; 1 week at full pay after 6 months employment; 1 month at full pay after 13 months employment followed by 1 month at half pay; 2 months at full pay after 25 months employment followed by 2 months at half pay; over 3 years, 3 months at full pay followed by 3 months at half pay.
- **Work place pension:** As per the government directive, all AWO staff are auto enrolled into the NEST pension provider , with opportunity to opt out as per the government requirements.
- **Training & Development:** AWO is committed to providing the relevant training and development opportunities for staff.