

Northumberland County Council

JOB DESCRIPTION

Post Title: Exploitation/APVA support worker	Director/Service/Sector: Children's Social Care		Office Use
Band: Band 6	Workplace: Northumbria House		JE ref: 3726
Responsible to: Child Sexual Exploitation Practitioner.3445	Date: August 2020	Job Family: Social Care - Children's	
<p>Job Purpose: We are looking for a compassionate and enthusiastic individual who will creatively engage with young people affected by trafficking, child exploitation (criminal and sexual) and APVA.</p> <p>These young people will require a skilled practitioner, who understands the multiple vulnerabilities and risks associated with exploitation, subsequent trauma responses and APVA. The support worker should have experience of engaging young people through innovative and flexible methods. You will use your engagement skills, professional knowledge and whole family approach to ensure young people's needs are met and make a real difference to their lives.</p> <p>Child exploitation impacts the whole family and can create tension in the home exacerbating risk and acting as a push factor to missing from home episodes. Young people who are being exploited can struggle to regulate their feelings; this can result in violence or aggression within the home. The support worker will deliver preventative and targeted exploitation/APVA support to young people in a whole-family approach, using evidence-based interventions and multi-agency support plans to improve outcomes for young people. The individual should ensure that those who experience exploitation are appropriately safeguarded and not criminalised by involved professionals, this will include supporting professionals to understand the difference between aggression as a trauma response and APVA. The support worker will support parents and carers understanding around exploitation, APVA and the National Referral Mechanism through offering training, advice and guidance.</p> <p>APVA is a complex issue where the boundaries between 'victim' and 'perpetrator' become unclear. Violence is often contextualised in existing problems within the family and many 'perpetrators' of violence towards their parents are, or have been victims of or witness to violence in their own right. The worker should have a sound understanding of APVA, domestic abuse and its subsequent impact on child development. The worker must have the skills to ensure this understanding informs all support/intervention with the family as a whole. Where required, this support will be offered alongside an additional APVA support worker.</p> <p>This is a dual role and the support worker will work with young people and their families when exploitation OR APVA are presented. The support worker will not take over as the lead professional and will work alongside the existing care team/core group.</p>			
Resources	Staff	No supervisory responsibility	
	Finance	No responsibility for budgets	
	Physical	Visits to family homes, and NCC buildings, driving around Northumberland	
	Clients	Will hold a caseload of clients but not act as lead professional	
<p>Duties and key result areas:</p> <ol style="list-style-type: none"> To provide and develop work with young people affected by exploitation (criminal and sexual) in accordance with current legislation and good practice guidelines through a variety of outreach and creative approaches. 			

2. To provide and develop work with young people and their families regarding APVA and surrounding circumstances. Work will be in accordance with current legislation and good practice guidelines through a variety of outreach and creative approaches.
3. To build positive relationships with young people and deliver targeted group work support to raise awareness about exploitation, offer safe spaces for discussion and divert from participation in gangs, youth violence and group offending in line with local and national strategies.
4. To work in partnership with parents and carers, children's social care, Police, mental health services, custody settings, Education and other relevant voluntary and statutory agencies to strengthen their capacity to support exploited young people and young people presenting aggressive behaviours in the home setting. The support worker will work to create change in how this is approached; including challenging responses to trafficking for forced criminality, educating around trauma responses and highlighting the need for trauma informed approach to support. Alongside day to day work this will be done through practice awareness-raising sessions for professionals.
5. Play a key role in disrupting exploitation and APVA through escalating safeguarding concerns and intelligence to Police and Social care.
6. The individual will ensure that their work gives due regard and commitment to safeguarding and promoting the welfare of young people engaged with the service. The Post holder will undertake regular safeguarding training at a level commensurate with the role.
6. Establish key contacts and deliver services with all relevant stakeholders (Police, Children's Services, Youth Offending Service, Youth Support Service, National Probation Service and Community Rehabilitation Company, Voluntary Community Sector (VCS) etc.
7. To use Information Systems to deliver effective outcomes by clear, accurate, timely and consistent inputting of data and compliance with information sharing protocols and principles and to capture young people's progression, achievements, needs and the effectiveness of interventions
8. To engage with identified young people in YOI's and prisons who are coming to the end of their sentences, to plan and offer support prior to return to the community in liaison with other colleagues and services.
9. To support partners in the early identification of young people and other family members at risk, and in making appropriate referrals to targeted /specialist services.
10. To attend and contribute to MSET (Missing, Slavery, Exploitation and Trafficking) and other related meetings and ensure actions agreed are acted upon and reviewed for effectiveness. You will be required to liaise closely with partners and provide ongoing targeted interventions to reduce the likelihood of young people being exploited.

11. To produce monitoring reports and progress updates on individuals for the MSET and other meetings as relevant, and support intelligence gathering on individuals and groups of young people and young adults at risk of / or on the periphery of gang involvement.
12. To ensure that duties are undertaken with due regard and compliance with the Data Protection Act and other legislation.
13. To ensure that exploitation/APVA risk assessments are completed for each young person allocated to you. You will work closely with young people, their families and other professionals to produce thorough interventions plans.
14. To lead and develop partnership working / multi-disciplinary approaches to develop the provision of positive activities and alternative education aiming to offer young people alternatives. Such provision will be tailored to meet the needs of vulnerable young people and their families, building self-esteem and self-confidence and working towards objectives to improve their life chances for the future.
15. To develop current, quality interventions and resources that can be used across NAS for low level intervention.

The duties and responsibilities highlighted in this Job Description are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and extent of the post and the grade has been established on this basis.

Work Arrangements

Transport requirements:	Travel to work sites, area offices, meetings or other venues throughout the County and region and further afield on occasion.
Working patterns:	May include weekends and evenings. Mainly office based but some travel required.
Working conditions:	Mainly indoors. Occasional exposure to working outdoors.

Northumberland County Council
PERSON SPECIFICATION

Post Title: Exploitation/APVA support worker	Director/Service/Sector: Northumberland Adolescent Service	Ref:
Essential	Desirable	Assess by
Qualifications and Knowledge		
<ul style="list-style-type: none"> ● Recognised foundation degree or equivalent, OR extensive experience in working with children and young people in a similar setting ● Knowledge and understanding of the Children Act of 1989 and 2004 ● Able to demonstrate effective assessment, planning and evaluation skills 	<ul style="list-style-type: none"> ● Relevant recent training in APVA ● Relevant recent training in Exploitation ● Knowledge of resources – health, local authority, voluntary and independent sector, with an understanding of services within the wider organisational system 	(a) (i) (r)
Experience		
<ul style="list-style-type: none"> ● Significant experience in a children and families setting ● Experience of supporting young people and their families regarding issues of exploitation or APVA ● Experience of working in partnership with service users, carers, service providers and other professionals ● Experience working in an advisory capacity to support other professionals' understanding of exploitation and APVA. 	<ul style="list-style-type: none"> ● Experience of working with children who may be difficult to engage with as well as parents, carers, the police and independent service providers ● Experience of complex risk management 	(a) (i) (r)
Skills and competencies		
<ul style="list-style-type: none"> ● Sound knowledge of child care practice, safeguarding and the range of services provided by Children's Social Care Services ● Ability to engage children and young people in meaningful programmes of work. Some young people may be resistant to engage, this role will therefore require tenacity, a flexible approach and excellent communication skills. ● Ability to articulate complex and sensitive information to children, young people and their families. ● Ability to articulate complex and sensitive information to professionals and support their approach to working with families. 	<ul style="list-style-type: none"> ● Excellent recording and report writing skills using electronic data information systems ● Excellent file management skills with the ability to produce quality documentation for a range of individuals or agencies ● Experience providing training to other professionals in APVA or exploitation. 	(a) (i) (r)

<ul style="list-style-type: none"> ● The successful applicant will have experience running group work sessions for vulnerable young people. They will be responsible for risk management in this setting and must therefore have a sound understanding of this. ● Able to demonstrate knowledge of child exploitation (sexual and criminal) and APVA ● Time management skills with the ability to prioritise tasks ● Able to effectively risk manage within a multidisciplinary team ● Commitment to assisting and supporting the development of colleagues 		
Physical, mental, emotional and environmental demands		
<ul style="list-style-type: none"> ● Able to handle problems and difficult situations calmly and sensitively ● Initiative and Independence is required to inform decision making relating to the caseload of children and young people you will support. ● Ability to manage a small caseload of emotionally demanding support work. ● Ability to work to timescales for 'assessment of need' reports and reviews. ● The role will require regular transition between working in a training/advisory capacity to more operational 1:1 work. ● The successful applicant will be exposed to distressing situations and information regarding children and young people, it is essential you have experience of and the ability to manage this type of information with support from your supervisor. ● Managing a small caseload can be emotionally and mentally challenging, we are therefore looking for a resilient worker with experience of these demands. 	<ul style="list-style-type: none"> ● Experiencing managing a complex caseload with support and supervision. 	(a) (i) (r)
Motivation		
<ul style="list-style-type: none"> ● In NAS we are highly motivated and ambitious for every young person we support, this is a requirement for all staff members. 	<ul style="list-style-type: none"> ● Experience in delivering positive outcomes for young people via 1:1 support. 	(a) (i) (r)
Other		
<ul style="list-style-type: none"> ● Positive mental attitude and a willingness to discuss and negotiate issues and ideas with the appropriate team / individual ● Ability to learn through practice 		(a) (i) (r)

Key to assessment methods; (a) application form, (i) interview, (r) references, (t) ability tests (q) personality questionnaire (g) assessed group work, (p) presentation, (o) others e.g. case studies/visits