

## Job Description and Person Specification

### Key Role Details

**Job title:** Family and Community Worker

**Location:** Face to face delivery pan London, agile working for all other duties, office location Southwark

**Reports to:** Service Manager

**Contract:** Permanent subject to funding

**Hours of work:** 35 hours per week – sometimes worked flexibly

### About Safer London

Safer London is a leading charity working with young Londoners and their families affected by violence and exploitation. We believe that all young Londoners can have a positive and productive future.

We're paving the way for young Londoners to reach their full potential. We're here for them, wherever they are and whenever they're ready. To work for us you'll be an exceptional individual with a genuine desire to work alongside people to transform their lives. You'll be talented, courageous, committed – a change maker.

We take time to understand the contexts where violence and exploitation happen and are committed to embedding contextual safeguarding approaches. We understand that all the children, young people and families that access our services are likely to have experienced trauma and use our understanding of these experiences as the building blocks of support. Our work is shaped by the identities and experiences of those we work alongside.

In everything we do we:

- prioritise creating safe and trusted relationships
- celebrate and build on strengths
- involve young people in the shaping of our services and provide a platform for their voices to be heard
- innovate, reflect, and commit to learning, we will hold our hands up when we get things wrong.
- recognise we can't know it all and support other professionals when another trusting relationship already exists.

Issues of racial justice are central to the work we do. We are fully committed to anti-racism and actively oppose systemic oppression of any form. We celebrate diversity and challenge inequality. As an organisation, we will proactively become part of the solution, since we are not prepared to sit back, do nothing, and be part of the problem.

## Role Description

Safer London works with children, young people and families who are often exposed to high levels of risk through no fault of their own. The work is complex and a desire to focus on high quality safeguarding work is critical. We are an organisation that believes that children and young people should be safeguarded rather than criminalised – we recognise the high levels of harm outside of the home that so many children and young people are exposed to and understand families are doing their best to manage this.

## Role Summary

In this role you will provide a variety of interventions to families, young Londoners, and within communities. Interventions may be one to one support or via group work or community development. We work with those affected by violence and exploitation which is primarily but not exclusively child sexual exploitation, child criminal exploitation, youth violence and sexual abuse perpetrated outside of the family.

## Key responsibilities

- Delivering effective and appropriate services to families and communities in line with the Safer London model of work ensuring that young Londoners, their families and communities receive the required support to meet their individual assessed needs.
- Assessing which contexts need support and intervention and work across several concurrently if needed or address the priority need. Those contexts may include assessing and offering support with families, peer groups and/or places. Interventions could include community and/or partnership engagement and development, young people/peer group/parent/carer engagement and support, advocating for physical and practical changes to create safer spaces, and support to enhance Community Guardianship- with parents/carers/ community member.
- Undertaking high quality case recording in line with the highest standards and best practice principles.
- Making appropriate onward referrals, signposting children and young people to support services and positive activities.
- Working with partners, communities and other key stakeholders to deliver the service effectively.
- Working creatively with colleagues to generate project resources and materials as required.
- Acting at all times in line with safeguarding legislation and guidance, as well as Safer London's procedures and wider pan London processes and protocols.
- Undertaking any other duties as required and commensurate with the level of this post.

## Key Behaviours, Competencies and Skills

- Relevant qualification in social care, health, youth/ community work, criminal justice or demonstrable equivalent experience
- Have a clear understanding of safeguarding and safe practice – adults and children including contextual safeguarding approaches
- An understanding of the needs of young Londoners who have been affected by violence or exploitation and the impact this will have
- Ability to develop and maintain positive bounded relationships with service users
- An understanding of the impact of trauma and the application of a trauma informed approach to practice
- Ability to record work effectively on case recording systems
- Ability to effectively utilise IT packages including Word, Outlook, Excel etc.
- Recognition of the importance of resilience in coping with the emotional demands of the role. Safer London understands that resilience is a skill that can be learnt over time and recognises the role of self-care in developing resilience.

## Additional Considerations

- An enhanced DBS will be required
- The successful candidate will be required to travel
- The successful candidate may occasionally be required to work evenings or weekends

## Person Specification

Criteria	Essential/ Desirable	A/I/T*
Relevant qualification in social care, health, youth/ community work, criminal justice or demonstrable equivalent experience – e.g. Registered and Qualified Social Worker	Essential	A
Experience of safeguarding children, young people and adults at risk and of managing complex safeguarding issues	Essential	A/I
Demonstrable knowledge and experience of working with children, young people and adults affected by extra-familial harm or violence	Essential	A/I
Experience of liaising with statutory services to safeguard the child and or meet the needs of adults at risk	Desirable	A/I
Knowledge of good practice in relation to serious youth violence, exploitation and harmful sexual behaviour	Essential	A/I/T
Experience of working in partnerships and relationships with a wide variety of organisations to support the needs of children, young people and adults	Desirable	A/I
Understanding of best practice and the importance of good quality case recording	Essential	A/I
Commitment to diversity and equality, and experience of applying these principles in the workplace	Essential	A/I

IT literate (Excel, Outlook, Word etc.) and experience of using databases	Desirable	A/I/T
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\*application, test, interview