0300 32 32 100 (option 1)
admin@empowermentcharity.org.uk
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Empowerment Charity

Job Description

Job title:	Young Person's Wellbeing Worker
Location:	Empowerment Base
Reports to:	The Den Manager
Hours of work:	35 hours per week (to be worked flexibly)
Salary:	£27,500
Holiday entitlement:	29 days per year (plus bank holidays)
Pension:	Auto enrolment into the workplace pension scheme

Role Purpose:

You will provide specialist, trauma-informed support to children and young people aged 5–18 who are affected by domestic abuse and are experiencing poor mental health, emotional distress, self-harm behaviours or suicidal ideation. Working within the DEN, you will build safe, trusting and consistent relationships, helping young people to feel safe, build emotional wellbeing and resilience and develop positive coping strategies You will provide tailored, child-led one-to-one support that responds to individual risk, readiness to engage and circumstances, ensuring young people's voices are heard and that they can access the right support at the right time.

Main Responsibilities:

- Make proactive contact with children and young people within the timescales set out in service procedures.
- Provide trauma-informed one-to-one support tailored to each young person's age, needs, risk and readiness to engage, helping those experiencing emotional distress, poor mental health, self-harm behaviours or suicidal ideation to feel safe, settled and able to access appropriate support.

- Build trusting, positive and empowering relationships with children and young people, recognising that trauma, distrust of professionals, stigma and previous negative experiences can affect engagement.
- Listen to young people and support them to identify the issues that concern them, express their feelings and take an active role in decisions about their support.
- Use creative, activity-based and other appropriate methods to help young people communicate, express their feelings and make sense of their experiences.
- Assess and respond to safeguarding concerns and changing levels of risk, taking appropriate action where a child or young person may be at risk of harm.
- Make safeguarding referrals to Children's Social Care and other relevant services when appropriate, and share information in line with safeguarding procedures and confidentiality requirements.
- Work in close partnership with colleagues across The DEN and Empowerment, including relevant emotional wellbeing and bereavement support, to provide a coordinated response to need.
- Participate in small group work and peer-based activities that help young people reduce isolation, build confidence and develop supportive connections.
- Provide outreach and flexible engagement in appropriate settings, including schools and community venues, to help remove barriers to participation.
- Work at a pace that is appropriate for each young person, prioritising trust and relationship-building.
- Help young people recognise their strengths, understand their choices and develop confidence to make safer, positive decisions about their lives and futures.
- Work in partnership with families and relevant professionals, where appropriate and safe to do so, to help ensure that the needs of the child or young person are understood and met.

- Maintain strong professional relationships with schools, Children's Social Care, Early Help, police, health services and other safeguarding and community partners, sharing relevant information in line with safeguarding and confidentiality requirements.
- Manage own caseload by maintaining accurate records of all cases, monitor outcomes and work in a proactive way to support and further develop service provision.
- Contribute to monitoring, evaluation and reports that demonstrate the impact of support, identify areas of concern and inform the ongoing development of the service.
- Seek and use feedback from children, young people and families to ensure that support remains accessible, relevant and responsive to their needs.
- Support opportunities for children and young people to share their views and contribute to the development of The DEN and wider service provision.
- Attend relevant multi-agency meetings and contribute to coordinated planning and follow-up actions where appropriate.
- Understand and follow the legal and organisational frameworks relating to child protection, safeguarding, information sharing and domestic abuse.

Staff Development:

- Be flexible and responsive to the needs of individual children and young people and the service.
- Attend and participate in team meetings and the supervision process.
- Participate in relevant training and development opportunities and take responsibility for own learning and professional development.
- Develop own knowledge and practice and contribute to the learning and effectiveness of the wider team.
- Contribute positively to team working and collaborative practice.

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Person Specification

At Empowerment we firmly believe in treating everyone with fairness, respect, and equal consideration, irrespective of their personal characteristics. We are committed to upholding a culture of inclusivity and diversity valuing the unique perspectives and talents that each individual brings.

At Empowerment we are actively seeking individuals who possess a strong foundation in the desired skills and qualifications for a specific job role. While meeting all the criteria is certainly advantageous, we also recognise the value of diverse perspectives and are open to considering candidates who demonstrate potential and a genuine passion to learn and grow in the role. We believe in providing opportunities for individuals to thrive, and we encourage all motivated candidates to apply, regardless of whether they meet every single requirement.

Knowledge, Skills and Abilities:

- Understanding of child and adolescent development and how ACEs and trauma can affect emotional wellbeing, relationships and behaviour.
- Ability to develop positive, trusting and empowering relationships with children and young people.
- Ability to recognise the limits of your role and identify when a young person needs specialist or clinical mental-health support.
- Good interpersonal and communication skills, including the ability to adapt communication to different ages, needs and ways of expressing feelings.
- Understanding of the impact of domestic abuse, trauma, bereavement and loss on children and young people's emotional wellbeing.
- Understanding of emotional wellbeing and mental health concerns in children and young people, including self-harm and suicidal ideation, and the importance of working within safeguarding procedures and role boundaries.
- Knowledge of child safeguarding and the ability to recognise, assess and respond appropriately to risk.

- Excellent interpersonal and communication skills, including the ability to communicate with children and young people in age-appropriate ways.
- Ability to work in a child-led, trauma-informed and non-judgemental manner.
- Good liaison, advocacy and multi-agency working skills.
- Good organisational, analytical, record-keeping and report-writing skills.
- Competent use of IT systems and an understanding of confidentiality and information sharing.
- Ability to work constructively as part of a team while managing an individual caseload.
- An enthusiastic, self-motivated approach, with initiative, creativity and a commitment to continuous improvement.
- Ability to manage time effectively, work under pressure and meet deadlines while maintaining high standards of practice.
- Commitment to reflective practice, regular supervision and ongoing professional development.

Experience:

- A relevant qualification in counselling, mental health, psychology, social work, youth work or a related discipline, or substantial relevant professional experience demonstrating equivalent knowledge and practical skills.
- Demonstrable experience planning and delivering structured, one-to-one emotional wellbeing support to children and young people, beyond signposting or general pastoral support.
- Experience supporting young people experiencing anxiety, low mood, emotional distress, low self-esteem or difficulties managing emotions.
- Practical experience helping young people recognise triggers, develop coping strategies and strengthen emotional regulation.
- Experience working with children and young people affected by ACEs, trauma or other significant adversity.
- Experience assessing support needs, agreeing individual goals and reviewing progress with young people.

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- Experience of using different approaches to communicate with children and young people.
- Experience of assessing or managing risk and responding to safeguarding concerns.
- Experience of multi-agency working is desirable.
- Experience of maintaining records and working within confidentiality and organisational procedures.

Desirable:

- Specialist training in children and young people's emotional wellbeing, trauma-informed practice or recognised approaches to emotional regulation.
- Experience working in services supporting children and young people affected by ACEs, or alongside specialist children's mental-health services.
- Experience using age-appropriate wellbeing measures and young people's feedback to evaluate progress.

Personal Qualities:

- Enthusiasm and a genuine commitment to supporting children and young people.
- A demonstrable belief in the rights of service users and a commitment to anti-discriminatory practice.
- A positive, professional attitude and non-judgemental approach.
- Kindness, patience, empathy and flexibility.
- Honesty, integrity and reliability.
- Commitment to the organisation's vision, mission and values.

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General Responsibilities:

- Maintain confidentiality and compliance with the General Data Protection Regulations. (GDPR)
- To demonstrate kindness and respect at all times to the people who engage with this service and to colleagues**.**
- To put the people who we support at the heart of everything we do.
- To comply with all policies and procedures relating to the service.
- Ensure accurate records and documentation are maintained in line with both statutory and organisational requirements.
- Promote people's equality, diversity and rights.
- Contribute to developing and maintaining cultures and strategies in which people are respected and valued as individuals.
- Promote, monitor and maintain health, safety and security in the workplace in line with relevant legislation at all times.
- Staff will be required to work flexibly and attend meetings, training and supervision to ensure the effective operation of the service.
- Reliability (in terms of tasks given and attendance).
- Commitment to the organisations' vision, mission and values.

Special Requirements:

- Driver with a car *(If you have a disability which does not enable you to drive a car, Empowerment will discuss reasonable alternative arrangements for travel).*
  Your car insurance cover will need to include business use as you will be using your car in the course of carrying out this role.
- This post is subject to an enhanced application to the Disclosure and Barring Service (DBS).