

## JOB DESCRIPTION

**Post:** Bairns Hoose Rights, Advocacy and Trauma Recovery  
Worker

**Responsible to:** Bairns Hoose Coordinator

**Division:** Children and Family Services

**Salary:** £35,850 to £41,150 (pro rata for part-time staff)



## Children 1st, VISION and VALUES



At Children 1st our ambition is for every child in Scotland to be safe, loved and well with their family. As a charity we offer emotional, practical, and financial support to help families to put children first and campaign to uphold the rights of every child.

We support the whole family when they need it, for as long as they need it. We offer help to prevent families reaching crisis point, to keep children safe and to support children and families to recover from trauma and harm



## Service Profile – Context and Aims

Children 1st Bairns Hoose is based on the European Barnahus model, designed to deliver a child-friendly, multidisciplinary, and interagency model of justice, care and recovery for children who are victims and witnesses of all forms of violence. Children receive a coordinated trauma responsive plan to support their journey through the care, protection, and justice system. The aim of the Bairns Hoose model is to; prevent re-traumatisation caused by delayed and disjointed investigation and court proceedings, to keep children safe, allow them access to fair justice and to help them recover from the trauma of their ordeal. Bairns Hoose aims to place the best interests of the child at the centre of all the systems that are there to protect them and to offer the child and their family or caregivers all the support they need.



This post is based across the Aberdeenshire area. You will join an experienced and skilled team supporting children, young people, parents and families who have experienced a Joint Interview from Aberdeenshire's Interview Team made up of Police and Social Work from across the Local Authorities. The service provides a wide range of recovery focussed support for children and families who have witnessed, been impacted by, or experienced abuse – including physical and emotional abuse, domestic violence, and sexual abuse.

Our Bairns Hoose team should have experience supporting young people, parents and families across a broad spectrum of care, justice and protection proceedings. We are committed to ensuring that where this fits with their professional background and experience, Bairns Hoose Rights, Advocacy and Trauma Recovery Workers offer support across different areas; undertaking support with family members and carers who can be impacted by their own experiences of trauma, as well as supporting young people who have experienced a range of abuse and trauma. This enables workers to have a diverse range of short, medium and long-term support, maximises opportunities for ongoing professional development and crucially, ensures a balanced workload to minimise potential for vicarious trauma.

## Role Summary

The post holder will be a member of the Children1st Aberdeenshire Bairns Hoose team and will assist in the development and delivery of the Bairns Hoose by:

- Making sure that a child's rights based approach is at the heart of everything we do.
- Providing professional, high quality, trauma sensitive and responsive recovery focused support for the children, young people, and their families following joint investigative Interview.
- Ensuring that the therapeutic recovery support for children, young people and their families within the Bairns Hoose Team achieves the desired outcomes in relation to care, protection and justice, in particular preventing re-traumatisation, supporting and facilitating recovery and upholding the rights of the child.
- Contributing to the local impact and strategic and operational influence of Children 1st in the test, learn, development of the Aberdeenshire Bairns Hoose model, for the benefit of children, young people, and families.

## Key Results Areas



### Relationships with Children, Young People and Families

- Welcome children and their supporters into our Bairns Hoose.
- Support children and their families at every stage of the care, protection and justice journey, ensuring recovery starts from the point of a child sharing their story.
- In conjunction with our colleagues in the Joint Interview Team, take account of the needs of the child, young person, and supporter in relation to the joint investigative interview and offer advice, guidance and support to maximise levels of comfort and confidence within the process, to ensure that it is not retraumatising.



- Support the child, young person, and their family to be prepared for and participate fully in the justice process, including giving evidence via remote link to court, supporting the evidence by commissioner process, and any other relevant justice processes in which the child participates.
- Provide flexible follow up assessment and recovery support that creates a culture of person-centred service, based around the unique needs of families.
- Provide child centred, family minded, recovery focused therapeutic support which is underpinned by the knowledge that individuals can recover from trauma, through relationship based, flexible, responsive support.
- Deliver therapeutic support:-
  - That is inclusive and respectful, working 'alongside' families
  - That offers flexible support and minimises barriers to achieve high levels of take up of recovery support, thereby enabling strong engagement
  - From the Bairns Hoose when this works best for the child, young person and their family
  - On an outreach basis, including visits to the family home or community-based locations across Aberdeenshire.
- Undertake quality and timely assessments of the risks and needs of children, young people and families accessing the Bairns Hoose Team, taking a strengths-based approach, placing the child and family at the centre to inform and develop plans to support recovery.
- Maximise opportunities for children, young people and families to participate in the development of their support plans, through the provision of accessible information and advice.
- Promote and safeguard the rights of children and young people, offer support, advocacy and guidance to assist children and young people in expressing their views and empower them to be involved in planning and decision-making.
- Contribute to gathering stories from children, young people and families which influence the further development of the Bairns Hoose model across Aberdeenshire.
- Contribute to providing participatory events and activities which provide children, young people and families the opportunity to contribute to the further development of the Bairns Hoose model across Aberdeenshire.

## Operational Requirements

- To undertake assessments in conjunction with the child and their family and relevant professionals, to gain insight into the significant issues impacting a child and create an outcome focused support plan.
- Ensure that all information gained through the process of assessment, support, monitoring and review, is stored within the Children 1st and evolving Bairns Hoose information management systems, meeting Children 1st and external standards.



- To capture the experiences of children and families across Aberdeenshire and support children and families to share their feedback in a way that is empowering.
- To co-facilitate child rights centered participation groups or other participation opportunities as required
- To engage in internal support and supervision processes and take responsibility for continuous professional development.
- To undertake mandatory and relevant internal courses as required and participate in the internal processes to ensure the safety, care and wellbeing of the young person and their family within the Bairns Hoose context.
- To ensure quality assurance is visible and work is appropriately monitored, and that there is compliance with Children 1st internal standards and relevant legislation/external standards.

### **Relationships with others**

- To support the Bairns Hoose Service Lead in the ambition of delivering a high quality first Bairns Hoose for Scotland working collaboratively with all Children1st and multidisciplinary colleagues within the wider North Strathclyde Bairns Hoose partnership.
- Contribute to and develop our trauma sensitive team approach including a commitment to open and honest conversations, intentional connection and engaging meaningfully in peer support and supervision.
- Support the effective functioning of the multiagency and diverse staff team working in the Bairns Hoose by contributing to and directly supporting processes in relation to recruitment and induction of team members and participating in multiagency learning and development.
- To support the Bairns Hoose Service Lead and wider Bairns Hoose team at events and activities, working constructively with a range of external agencies and promoting the service to external partners and key stakeholders both locally and nationally

### **Additional Duties**

Any additional duties will normally be to cover unforeseen circumstances or changes in work and will usually be appropriate and compatible with the regular type of work. If an additional task or responsibility becomes a regular or frequent part of the job, it will be included in the job description in consultation with the post holder.



### **Additional Responsibilities:**

As part of a test, learn approach to developing Bairns Hoose, the role of the Bairns Hoose Rights, Advocacy and Trauma Recovery Worker may evolve to include new responsibilities, including

supporting a child and young person for a medical assessment, providing information about what they will be offered, the reason for this and enabling full informed consent.



- This post is part of an evolving team established to develop and deliver the Children 1st Aberdeenshire Bairns Hoose and will directly contribute to the evaluation of the team structure.
- The job description for this role may need to be updated to take account of feedback and learning from the process of developing a preferred model for Bairns Hoose in Scotland.

## Corporate Responsibilities:

- To be committed and adhere to Children 1st vision and values.
- To comply with Children 1st Child Protection and Adult Protection policies and procedures and with National Guidance.
- To comply with Children 1st code of conduct (All Children 1st staff) and Codes of Practice for Social Service Workers and Employers (specific to Children and Family Services Divisional staff).
- To actively consider the involvement of children, young people and families with whom we work, in all areas of practice and to implement the Children 1st Participation Standards.
- To actively consider the involvement of volunteers in all areas of our work and to implement the Children 1st Volunteer Development Policy.
- To observe all health and safety requirements.
- To work within and promote policies in relation to Equal Opportunities and anti-discriminatory practices. (Common Core ref: A1, A2)

## Equity, Diversity and Inclusion

At Children 1st, we are committed to building a representative, inclusive and authentic workplace open to applications from all sections of society. We believe in the potential of everyone regardless of; sex, race, religion or belief, ethnic origin, ability, family structure, socio-economic background, age, nationality, marital status or civil partnership, sexual orientation, gender identity, or any other aspect that makes you who you are.

We envision a diverse and inclusive Children 1st where we cultivate a true sense of belonging and connection for and between our teams, children, young people, families, and communities we work with.

Further to that, as part of our vision to be an Anti-Racist organisation, we are committed to conscious inclusion to build increasingly diverse teams and emotionally safe work environments.

## Person Specification

Need to Have ( <i>Qualifications and Experience</i> )	Need to Show ( <i>Skills</i> )	Need to Know	Need to Be ( <i>Stays same</i> )	Core Values ( <i>Stays same</i> )
<ul style="list-style-type: none"> <li>Degree or Diploma in Social Work, or equivalent professional qualification at SCQF level 9 or considerable experience in a similar role</li> <li>Experience working with children, young people, and families, including experience of child protection processes.</li> <li>Experience of undertaking assessment of need and risk within the context of abuse, child protection and child welfare</li> <li>Experience of supporting children, young people and their families who have experienced abuse, hurt or harm.</li> <li>Experience of multidisciplinary practice</li> <li>Experience of undertaking trauma recovery-based support with children and young people and/or adults</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>Full current driving licence</li> <li>Access to own vehicle</li> </ul>	<ul style="list-style-type: none"> <li>Ability to provide highly skilled, trauma sensitive, recovery-based support for children, young people, adults and their families</li> <li>Ability to adapt and respond to a variety of situations and people to meet changing priorities and different ways of working</li> <li>Negotiation, advocacy and influencing skills</li> <li>Competent in the use of MS Office</li> <li>Ability to work autonomously while still cultivating team connections</li> <li>Ability to utilise robust de-brief methods within a team environment and as an individual</li> <li>Operate within an evolving trauma sensitive organisation</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of relevant childcare legislation and guidance relating to children's rights (Common Core ref: B6,B7)</li> <li>Knowledge of issues which impact on children, young people and families stemming from trauma and childhood abuse</li> <li>Knowledge of developments in professional practice, in relation to child's rights based practice and trauma informed, person centered approaches to recovery and family support</li> <li>Knowledge and understanding of how children and young people develop, and promoting resilience (Common Core ref: A5, A7)</li> <li>Knowledge of statutory social work role and function</li> <li>Knowledge of justice processes in relation to children and young people</li> </ul>	<ul style="list-style-type: none"> <li>Flexible in approach to work</li> <li>Committed to and understand the principles of working with volunteers.</li> <li>Able and willing to travel as required to services and offices across the region.</li> <li>Committed to Children 1st approach and the relational nature of our work.</li> <li>Confident and able to form effective and credible relationships with all levels of staff</li> <li>Aware of personal responsibility in relation to health and safety.</li> </ul>	<p>Our core values guide how each one of us works in our individual day to day job:</p> <p><b>Respect</b> Treating everyone with respect and fairness</p> <p><b>Integrity</b> Being responsible and accountable</p> <p><b>Participation</b> Involving others in our work</p> <p><b>Excellence</b> Striving for the highest possible standards</p>