Job Title:	**Children Therapeutic Practitioner**
Responsible to:	Team Manager
Responsible for:	Dependent on the role, may include line management of frontline staff

General Description:	FearFree delivers services across the Southwest for victims, children and perpetrators of domestic abuse, sexual violence and stalking with the aim to break the cycle of abuse and support all to live free from fear. We provide trauma responsive support, and this post will be fundamental to ensuring service users, stakeholders and partners experience this in our daily delivery. This exciting post will be working with children who have experienced or been affected by domestic abuse and sexual violence. Focusing on standard and medium risk cases, this role will provide practical and emotional support to children and young people, whilst working proactively with other professionals, with an emphasis on early intervention and awareness raising. FearFree is committed to flexible and hybrid working and this role will be a mix of home based and office based, alongside requiring travel for multi-agency meetings and other deliverables. This role may include evening and weekend work when required.

Key Responsibilities

- Manage a caseload of low to high-risk children and young people, predominantly through face-to-face appointments but also utilising virtual technologies and group work.
- Plan, recruit and deliver group work interventions for children and young people alongside colleagues.
- Complete an initial assessment of the child's needs so that you can identify and plan the support needed to address issues and prevent any problems from escalating.
- Assess the needs of the child and devise appropriate support and safety plans with due regard to the dynamic nature of risk.
- Proactively engage with children and young people affected by DA/SV by providing therapeutic sessions tailed to their needs in where they are in their recovery journey.
- Risk assess and follow FearFree safety procedures to ensure personal safety and that of service users and other staff at all times.
- Actively support carers and parents in how to support their CYP affected by trauma. This may include working together to ensure the child is supported at every stage in their recovery journey.
- Respond to emergencies and crises with a focus on the child's wellbeing and safeguarding.

- Provide child-centred, trauma responsive support to all your cases taking into consideration different learning needs, to empower the young person to make informed choices.
- Enable service users to participate in the design, delivery and evaluation of services.
- Keeping the child's voice central to all support and decision making wherever possible: taking the time to talk through and work with the individual child's understanding around safeguarding and why we need to share certain things.
- Act as duty officer, responding to incoming calls, logging referrals and making assigned outgoing calls, according to the duty rota.
- Work effectively within a multi-agency framework, consisting of the MARAC and local partnership responses to domestic abuse and sexual violence, to reduce the risk for service users and their families.
- Be proactive with your line manager to carry out periodic case reviews.
- Respect and value the diversity of the community in which the services work and recognise the needs and concerns of a diverse range of survivors ensuring the service is accessible to all.

General

- Live and embody the FearFree values.
- To promote the service to external agencies where applicable.
- Give information and support to service users regarding their other needs and refer them to other support services as required.
- Ensure our service is widely accessible – adapting practice as required to suit individuals.
- Work across a large geographical area to ensure locality is not a barrier to accessing services.
- Deliver training and information sessions to promote our service, and increase awareness and understanding of domestic abuse, sexual violence and stalking for victims and those who harm.
- Have a responsibility around safeguarding of both adults and children, maintaining knowledge of appropriate policies and procedures and integrated working.
- Support other agencies in the identification and referral of domestic abuse, sexual violence and stalking issues via promotion of service and institutional advocacy.
- Ensure all referrals are clearly logged on our database and all case records are kept fully updated, according to FearFree policies and procedures.
- Engage with case management supervision, reflective practice and clinical supervision as required, taking an active role in managing own wellbeing and supporting the wellbeing of your colleagues.
- Support colleagues in all services across FearFree as required.
- Support the sustainability of the organization by participating in fundraising activities and sharing ideas and contacts for income generation.
- To engage in and contribute to effective team working with a flexible and pro-active approach, including cover for other team members' holidays and sickness.

- Undertake all statutory and mandatory training, as required by the organisation.

Other

Confidentiality and Data Protection

All employees must ensure that essential information of a sensitive and/or personal nature is not disclosed to, or discussed with, inappropriate persons and that all information is maintained in accordance with the GDPR and other related legislation/requirements.

Equality and Diversity

FearFree is committed to encouraging equality, diversity and inclusion among our workforce and people we support and eliminating unlawful discrimination. The aim is for our workforce to be truly representative of all sections of society, to be able to meet individual needs and for each employee to feel respected and able to give their best. The role has the responsibility to ensure all duties and responsibilities are carried out in a manner which promotes FearFree Equality, Diversity, and Inclusion policy.

Health & Safety

All individual employees are required to promote a health and safety culture within the workplace, observe all health and safety rules and procedures and attend training courses as required and where appropriate conduct risk assessments e.g. VDU, maternity, lone working, H&S audits, etc.

Policies and Procedures

Responsibility for formulating, updating and monitoring relevant FearFree policies and procedures, updating manuals as and when required, ensuring that support staff have appropriate access to them and record sightings of updates.

All employees need to be aware of all FearFree Support Service's policies and procedures and work within them at all times.

Safeguarding / Disclosure and Barring Service

FearFree is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment and bring any concerns (whether in respect of service users or members of staff) to the attention of Safeguarding Leads immediately. This role will require an enhanced DBS check.

Please note: This job description is not exhaustive and serves as a guide to the duties and responsibilities of the role. You may be required to undertake other reasonable duties as and when required, in line with the needs of the organisation and the evolving nature of the role.

Person Specification

Requirements		Essential (E) / Desirable (D)
Education and qualifications	Good standard of general education.	E
	Higher level education or similar/ relevant professional qualifications.	D
Experience	Practical experience of working with adults and children and young people with complex or other needs.	E
	Experience of working with those who commit harm.	D
	Experience of working with Quality System Frameworks.	D
	Experience of safeguarding children and vulnerable adults including conducting risk assessments and managing risk.	E
	Experience of running group work programmes.	D
Knowledge	Have a good understanding of domestic abuse, sexual violence and stalking including the impact on victims and their children.	D
	Knowledge and understanding of the issues facing people who have experienced domestic abuse sexual violence and stalking.	D
	Understand relevant quality standards.	D
	Knowledge and understanding of trauma and trauma symptoms.	E
	Understand the principles of risk assessment, safety planning and risk management.	E
	Understanding safeguarding issues, and the legal responsibilities surround these issues.	E
	Understand and be committed to equal opportunities and diversity issues in policy and practice.	E
	Have theoretical, practical and procedural knowledge of civil and criminal justice remedies for victims of domestic abuse and their children.	D
Skills and abilities	Ability to plan own workload, manage time effectively and deal with changing and competing demands.	E
	Ability to think creatively and show initiative.	E
	Ability to communicate with distressed people empathically.	E
	Ability to establish and maintain appropriate boundaries when working with people who may be experiencing personal crisis.	E
	Ability to establish and maintain professional working relationships with both clients and other professionals.	E
	Ability to communicate effectively with a range of professionals.	E
	Excellent verbal and written communication skills, including report writing and presentation.	E
	Ability to maintain effective administrative and monitoring systems.	E

	Ability to work under pressure and to be aware of own needs and take responsibility for self-care.	E
	Ability to work in both a one-to-one setting and in a group setting.	E
Attitude and presentation	Reliable and trustworthy.	E
	Efficient and punctual.	E
	Non-judgmental.	E
	Willingness to critically assess own performance and reflect on own practice.	E
	Understanding of and commitment to equal opportunities.	E
	Strong team player – and ability to work both on your own and with others.	E
	Anti-Racist and promotes safe and inclusive workplace for all.	E