

CALEDONIAN CHILDREN'S SERVICE WORKER			
Reference No.		Type	
Service	Various		
Job Family	Care 5	Grade	FC6

Purpose
To ensure children whose father (or mother's partner/ex-partner) is involved with the Caledonian System have the opportunity for support. To ensure, where appropriate and necessary, a co-ordinated GIRFEC strategy is in place to meet the child's needs. To ensure children experience an integrated, well informed and consistent service (in the broadest sense) to help keep them safe and to support the recovery from domestic abuse.

Task or Responsibility - For this role, there is an expectation that all, or a combination, of the following will be undertaken:	Person Specification: Skills, Knowledge, Qualifications or Experience - Criteria can apply to more than one task or responsibility	E	D
The main role of the Caledonian children's service worker is to ensure that the Caledonian System upholds the rights of the child, that the child's needs are considered and that they live in safe and secure families. The role is a combination of consultancy, some direct work with children (as a guide, around 50% of their work time), direct work with men subject to a Caledonian requirement either Court mandated or through a statutory throughcare licence. The latter may take the form of direct work with men on a 1:1 basis, or by their direct involvement with the delivery of the Children and Fathering Group Work Module. The Caledonian Children's Service Worker will have specialist knowledge in relation to child development, child's play, and the impact of domestic abuse on children that is invaluable and can be	<p>Considerable experience of working in a relevant setting</p> <p>A good knowledge of Child Protection Issues.</p> <p>Educated to SCQF level 7 which included HNC or Advanced Highers or SVQ 3 or equivalent</p> <p>You must be willing to undertake a variety of essential training including Caledonian Part 1 Training, SARA training, and the Caledonian's Women's and Children's Services Training.</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p></p> <p></p> <p>✓</p> <p></p>

## Role Profile

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distilled to the men through the Caledonian children's service worker's involvement.	Ability to prioritise, work on own initiative, and within teams towards achieving objectives.		
The Caledonian Children's Service Worker provides an advisory role to the Caledonian women's service workers who meet directly with the woman and advise on parenting.	You should be committed and sensitive.  You should have a good knowledge of children and young person's experience of domestic abuse.  Able to demonstrate a level of understanding of the challenges faced by women and children facing domestic abuse.	✓  ✓  ✓	
Reducing levels of risk to women and their children.	Knowledge of relevant guidelines and information sharing protocols  Knowledge of the responsibility for reporting issues  Experience of case co-ordination/planning	✓  ✓  ✓	
The Caledonian Women's and Children's Services are consistent with the Safe and Together Model. This places the focus on the man's behaviour when considering the wellbeing of children. It assumes a default position of partnering with the non-abusive parent but also encourages engagement with the abusive parent and considers the extent to which he can part of the solution if safe to do so and that no	You should be committed and sensitive.  You should have a good knowledge of children and young person's experience of domestic abuse.	✓  ✓	

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<p>legal orders prevent this. However even if a man is having no contact with a child the safe and together principles can still be applied by supporting the man to understand and comply with the no contact.</p>	<p>Able to demonstrate a level of understanding of the challenges faced by women and children facing domestic abuse.</p>	<p>✓</p>	
<p>Providing written reports as required</p>	<p>You should possess good communication skills both verbal and written and be able to transfer these in different circumstances.</p> <p>Good organisational and IT skills appropriate to level and type of job.</p>	<p>✓</p> <p>✓</p>	
<p>The Caledonian Children’s Service aspires to provide the service from a trauma-informed perspective taking the research findings and assimilating them into practice.</p> <p>Trauma-informed practice is policy and practice based on what we know from research about the prevalence of trauma and how this affects people.</p> <p>Trauma-informed Care and Practice is a strengths-based framework that is responsive to the impact of trauma, emphasising physical, psychological, and emotional safety for both service providers and survivors; and creates opportunities for survivors to rebuild a sense of control and empowerment.</p>	<p>Experience of working in an environment requiring similar knowledge and skills.</p>	<p>✓</p>	
<p>Working in collaboration with partners e.g. Health Service, Education, Police and voluntary sector agencies.</p>	<p>Knowledge of stakeholder objectives</p> <p>Experience of multi-disciplinary working</p>	<p>✓</p>	<p>✓</p>

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Improving the outcomes for women and children by applying knowledge, judgement and appropriate quality control procedures.	Knowledge of service policies, procedures and resources	✓	
Promoting the interests of women and children carers in terms of rights, opportunities, culture and diversity.	Experience of promoting equality and diversity	✓	
Ensuring that all interventions and engagement with women and children contribute to improving outcomes.	Experience of utilising a variety of interventions in working with groups and individuals	✓	
Utilising financial resources in line with Council policy and procedures.			
Being responsible for the effective application of the electronic client information system by updating and ensuring the accuracy of all relevant client records.	Experience of interpreting data	✓	
	Analytical skills	✓	
	Knowledge of the value of performance management/ monitoring		✓
	Hold a current, valid Driving Licence		✓
Undertaking all other duties as required for the role. Duties will be in line with the grade.			

**Additional tasks or responsibilities** – this is a generic role, however this particular job may also require you to undertake the following:

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## Type of Protection of Vulnerable Groups Scheme (PVG Scheme) or Disclosure Check required

**Before confirming appointment: you will be required to have a PVG or Disclosure check. Please refer to the job advert for clarification of the specific requirement.**

Type of Protection of Vulnerable Groups (PVG) or other Disclosure check (choose only one).	PVG Children <input type="checkbox"/>	PVG Protected Adults <input type="checkbox"/>	PVG Both <input type="checkbox"/>	None <input type="checkbox"/>
	Basic Disclosure <input type="checkbox"/>	Standard Disclosure <input type="checkbox"/>	Enhanced Disclosure <input type="checkbox"/>	

**Additional Information** – the following information is available:

- How we work matters

**Expected Behaviours** – It is essential that you display the following behaviours as they are expected of all our employees:

- Take Ownership
- Focus on Customers
- Work Together
- Embrace Technology & Information
- Deliver Results