

JOB DESCRIPTION Children's Rights Worker

Title:	Children's Rights Worker
Location:	Home based with visits when required in Oldham and surrounding areas
Hours:	Flexible – to be discussed on application
Pay:	£12.60 per hour
Reporting to:	Service Manager
Job purpose:	<ul style="list-style-type: none"> To provide or ensure the provision of children's rights services for children and young people in the care of Oldham Local Authority. To provide support to the Independent Visitor part of the service as required.
Key activities (Oldham Children's Rights):	<ul style="list-style-type: none"> Identify and profile the needs of children and young people entitled to a service from the service. To deliver children's rights services in an accessible way to children and young people who are entitled to them. To promote the safeguarding and risk assessment of children and young people in the service, and to work in line with Cuffe & Lacey's policies and procedures, and the local policy and procedures of the Oldham Safeguarding Children's Partnership. To promote good practice in respect of children's rights with social workers, managers and other professionals working within the social care divisions of the Local Authority. To advocate on behalf of children and young people who have a Child Protection Plan, are Child in Need or are looked after or entitled to services under the Leaving Care Act 2000, and to ensure they are informed of their rights. Begin informal and formal procedures, such as complaints, on behalf of children entitled to advocacy, in situations where they cannot begin such procedures themselves and where their rights may have been infringed. Promote empowerment and independence by helping children and young people to develop skills, knowledge and self-confidence which enable them to respond to issues affecting them. Work in partnership with voluntary and statutory agencies, including sharing appropriate information with carers and social workers to support them and the children in their care. To support the Independent Visitor Co-ordinator in recruiting, training and supervising volunteers, matching children referred

Job Description:	Children's Rights Worker	Version No.	V2	Page 1 of 4	
Organisation:	Cuffe and Lacey Associates	Updated on:	Dec 2021	Author:	FL/CS

	<p>to the service and liaising with local authority social workers to review progress.</p> <ul style="list-style-type: none"> • To raise awareness of issues affecting young and promote the service to children and young people, carers, professionals and potential volunteers through a variety of means including children’s home visits, attending Local Authority social services team meetings, networking with partner agencies, distributing publicity material, attending local and national events and contributing to a quarterly newsletter for children and young people and a quarterly monitoring report for commissioners. • Develop models of participation enabling the voices of children and young people to be heard in the decision-making processes that affect them. Including working alongside the Children in Care Council and Youth Voices. • Contribute to the development and promotion of policy, procedures and practice within the service and participate in the annual review of the service. • Give advice and consultation about children’s rights to professionals and carers within the Local Authority. • Contribute to the administration of the service.
Special job circumstances:	<p>This post has the following special circumstances:</p> <ul style="list-style-type: none"> • Mainly based remotely, with occasional travel to Burnley, Oldham and across Greater Manchester/Lancashire. • Flexible working required to include some evenings and occasional weekend work. • A current driving licence is preferable. <p>(Please note: if you have difficulty meeting these conditions because of a disability or family circumstances the appointing manager will discuss it with you in order to consider reasonable adjustments to the job or working conditions)</p>

PERSON SPECIFICATION

Children’s Rights Worker and Family Support Worker

Knowledge & Experience

Essential:

- Direct experience of working with children and families.
- Knowledge of child development and its influence on adult/child relationships in every stage of development.
- Understanding of child protection policies and procedures and the importance of safeguarding children, young people and vulnerable adults.
- Experience of setting appropriate professional boundaries with children and families.
- Practical knowledge and experience of working with vulnerable children and their families and being aware of any issues a practitioner may face while doing so.

Desirable:

- Direct experience of advocating on behalf of children and / or their families
- Knowledge of legal framework of Children’s Services.
- Experience of working with families with complex needs who typically find it difficult to engage with services.
- Demonstrable experience of sharing information to improve outcomes.
- Experience of using the Common Assessment Framework (CAF) to improve outcomes.
- Knowledge of additional support services available for families and experience of signposting or referring children and families to these services.
- Experience of working in partnership with other agencies, including Health and Education.

Education, Qualifications & Training

Essential:

- NVQ Level 3 or equivalent in relevant field e.g. Health, social care, early years, adult education, education, working with parents.
- English and Maths GCSE at grade A-C or equivalent.
- Registration with any appropriate body for qualifications where this applies
- Knowledge of IT including Microsoft Office Products

Job Description:	Children’s Rights Worker	Version No.	V2	Page 3 of 4	
Organisation:	Cuffe and Lacey Associates	Updated on:	Dec 2021	Author:	FL/CS

Skills & Attributes

Essential:

- Able to work flexibly to meet demands of the service including some evening and weekend working, if required.
- To work flexibly in responding to the needs of families as they emerge.
- Able to communicate effectively and concisely and with a range of different individuals and groups
- Ability to effectively plan and prioritise workload associated with case work.
- Ability to travel.
- Ability to engage and motivate resistant and hard to reach families.
- Confidence and ability to work alone and prepared to work with families in their own homes.
- Committed to improving the outcomes for families.
- Create, maintain and develop relationships with families and professionals and to maintain professional boundaries.
- Able to keep excellent records of work.
- Able to use IT systems.
- Able to use online platforms for remote working.
- Committed to improving outcomes for children and their families.
- Committed to anti-oppressive and anti-discriminatory practice.
- Effective verbal and written communication skills.

Job Description:	Children's Rights Worker	Version No.	V2	Page 4 of 4	
Organisation:	Cuffe and Lacey Associates	Updated on:	Dec 2021	Author:	FL/CS