



Person Specification

Note To Applicants

The points that are marked 'E' are the essential requirements. You should pay particular attention to these points and provide evidence of meeting them. Failure to do so may mean that you will not be invited for interview.

The points that are marked 'D' are the desirable requirements that enhance a person's capacity to do the job.

Job Title	CYP DA & VAWG Prevention worker
Grade	G6
Directorate	Families & Wellbeing
Service	Children's services- Early Help

Criteria

Experience		
1. Working with children and young people affected by domestic abuse, trauma, or safeguarding concerns.	A/I	E
2. Undertaking risk assessments and developing safety and support plans.	A/I	E
3. Planning and delivering group work to CYP on sensitive subjects within educational/youth settings.	A/I	E
4. Establishing and maintaining strong working relationships with a wide range of partner agencies.	A/I	E
5. Developing and facilitating training, guidance materials for professionals.	A/I	E
6. Working in a multi-agency setting, advocating for children's and young person voice and needs in decision making processes.	A/I	E

Skills and Abilities		
1. Ability to communicate and work with children from the age of 6 to 17, incorporating direct work to meet age related needs and abilities.	A/I	E
2. Able to deal with stressful and difficult situations, have strong emotional resilience, to support children and young people from a crisis to recovery	A/I	E
3. Ability to work independently and within a team environment and able to plan and prioritise own workload.	A/I	E
4.Strong communication skills; written and verbal, and effective negotiation and motivational skills, and have broad IT literacy skills.	A/I	E
5.Ability to maintain professional boundaries and engage with children and young people using a systemic model in a non-judgmental, compassionate, and empowering manner.	A/I	E

Education, Qualifications and Knowledge		
1. NVQ Grade 3 or equivalent (plus significant experience working in the field of domestic abuse) or Relevant degree or vocational qualification, or demonstrable equivalent experience.	C	E
2. Understanding the impact of domestic abuse on children's and young person emotional and psychological wellbeing.	A/I	E
3. Strong understanding of children and vulnerable adult safeguarding policies processes and legal responsibilities.	A/I	E
4. Understanding of adverse childhood experiences (ACEs) and trauma-informed practices.	A/I	E
5. Detailed understanding of the principles of risk assessment and safety planning	A/I	E
6.Understanding of neurodiversity related issues and complexed behaviours with the ability to engage with children and young people with additional needs.	A/I	D
Commitment To Equal Opportunities		
Ability to understand and demonstrate commitment to equality and diversity within the context of the relevant service.	A/I	E

Commitment To Service Delivery / Customer Care		
Committed to providing excellent customer experience and embedding customer focus in all aspects of service delivery.	A/I	E

Climate and Sustainability		
Holds a Carbon Literacy Certificate (or related qualification), or willing to undertake Carbon Literacy related training, in support of the council's climate and sustainability objectives.	A/I	E
Other requirements		
Willingness and able to work flexibly, to meet service needs as necessary.	A	E
Full UK driving licence and access to a vehicle	A	E
DBS Clearance	A	E
Commitment to undertake SafeLives accredited training within 12 months of recruitment.	A	E

Methods of Assessment Key		
A Application Form	I Interview	C Certificate
T Test	P Presentation	AC Assessment Centre

Review Arrangements
The details contained in this person specification reflect the experience, skills, abilities, qualifications etc required of the jobholder. It is acknowledged that these may change over time. Consequently, the Council may revise this person specification from time to time and will consult with the post holder at the appropriate time.

Prepared / Revised By	Jaria Hussain-Lala Billy Craggs-Hughes
Role	DA Partnership Manager Child to Parent Abuse Lead
Date	12 th August 2025
Signature of Role Holder (following appointment)	

Date Signed	
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