



Children Linked to and Experiencing Abusive Relationships

Registered charity No. 1128689

Job Description

Role Title	Specialist Sexual Exploitation Worker
Salary	Up to £24,000 per annum and pro rata
Hours	16 hours per week
Location	Based at CLEAR's Offices, Park House, Threemilestone, Truro TR4 9LD
Post reports to	Child & Young Persons Service Manager
Other Considerations	Successful applicant will be required to submit themselves for DBS checks.

Function

To work within a multi-agency setting to provide a pro-active advocacy and support service to children and young people aged under 18 years who are victims of sexual exploitation.

- risk assess and help young people to stay safe
- help young people to access their rights
- help young people to access health and other services they require
- monitor and keep the young person informed of case progress

Main duties

For all young people accessing the service

1. To respond appropriately to any child protection/safeguarding concerns as and when they arise, following CLEAR's Safeguarding Policy and Procedures.
2. Accept internal and external referrals and engage with children and young people aged under 18 years who are identified as being victims of sexual exploitation.
3. Develop supportive and empowering relationships with sexually exploited young people, and work with them to meet their individual needs.
4. Contribute to risk assessment and support needs analyses of young people accessing the service.
5. Contribute to the development of individual service plans and evaluation of service users progress using Emotional Literacy Measure, life change measurements and continual risk assessment processes.
6. Help young people to access services to which they are entitled, e.g. through setting up fast-track referral systems to sexual health screening, making referrals to Child & Adolescent Mental Health Services.
7. Explain criminal legal, and if relevant, civil remedies and housing options to clients.
8. Develop and maintain positive links with other agencies and organisations, and where relevant, keep them informed about important changes in the young person's situation.
9. To develop and deliver training material to raise awareness to young people and the adults around them of CSE.
10. To participate in local and national awareness raising campaigns and promote positive messages about healthy relationships for young people as part of a preventative strategy.

General duties and responsibilities:

1. To contribute effectively as a member of the staff team towards the development of CLEAR's work.
2. In consultation with your line manager, to attend any relevant training identified as required to support you in your role.
3. To attend regular supervision sessions, including clinical supervision.
4. Participate in team meetings, case review and other essential meetings
5. To work within the policies, procedures and practice guidelines of CLEAR.
6. Contribute to the development of service policies, protocols, guidelines and strategies within area of practice as necessary
7. To carry out other duties, which may be assigned from time to time by the Management Team.
8. Demonstrate a flexible approach to working hours, as this post will involve unsociable hours, including evening and weekend work.
9. Provide specialist advice to other workers and agencies, including participation in delivery of training sessions.
10. To promote equality and positive attitudes by ensuring that CLEAR's equality and diversity policy is understood and fully implemented.
11. Strictly abide by the confidentiality clause referred to in contract of employment.
12. As a worker you have a responsibility under the Health and Safety at Work Act 1974 to: i) Take reasonable care of yourself and others at work ii) Co-operate with CLEAR to ensure the laws relating to health and safety are not broken. iii) Report any problems or concerns about health and safety to the manager in the area in which you are working.

Scope of Job Description:

This job description above reflects the immediate requirements and responsibilities of the post. It is not an exhaustive list of the duties but gives a general indication of work undertaken which may vary in detail in the light of changing demands and priorities. Substantial changes will be carried out in consultation with the post holder.

Person Specification Specialist Sexual Exploitation Worker

KNOWLEDGE & EXPERIENCE	
Essential criteria	Desirable criteria
<p>Direct experience of working with vulnerable young people.</p> <p>A good understanding of issues faced by vulnerable young people, particularly in relation to exploitation and abuse.</p> <p>Experience of developing services/support in response to the changing needs of young people.</p> <p>Understanding of child protection and safeguarding issues and legal responsibilities.</p> <p>Experience of multi-agency working and ability to collaborate with colleagues and external practitioners.</p>	<p>Experience of working with victims of sexual violence and exploitation.</p> <p>Understanding of the criminal justice system and the agencies involved.</p> <p>Understanding of the Victims Code of Practice.</p> <p>Experience of working in a victim-led environment.</p>
QUALIFICATIONS	
Essential criteria	Desirable criteria
<p>Youth work, health, social care or equivalent degree qualification.</p> <p>Evidence of Continuing Professional development and accredited training.</p>	<p>CAADA DASH Qualification</p> <p>ASIT Training</p>
SKILLS	
Essential criteria	Desirable criteria
<p>Ability to form supportive, empowering relationships with young people.</p> <p>Ability to work on own initiative and make decisions, and know when to refer a situation for guidance.</p> <p>Ability to manage multiple case loads.</p> <p>Ability to work in a non-judgemental and confidential manner.</p> <p>Good interpersonal and teamwork skills.</p> <p>A capacity to work with young people in an imaginative and creative way.</p> <p>Ability to write reports and complete effective evaluations.</p> <p>Computer literate: using MS</p>	

Word, PowerPoint, Excel and email.	
OTHER FACTORS	
Essential	Desirable
Flexible approach to working hours and availability. Criminal Records Bureau Disclosure at Enhanced Level.	Driving licence and access to a vehicle for work purposes.
PERSONAL QUALITIES	
Essential	Desirable
Commitment to meeting the needs of vulnerable children and young people Commitment to high quality service delivery Commitment to continued professional development Non-judgemental and empathetic Self-motivated	

CLEAR Core Competencies

Communication	Getting Things Done
<p>The ability to interact and communicate effectively skills with a range of audiences, both at a written and spoken level.</p> <ul style="list-style-type: none"> • Speaks clearly and concisely • Listens without interrupting • Uses appropriate body language and tone of voice • Adapts style (written & spoken) to suit audience • Avoids jargon • Presents information in a way that others can understand 	<p>The ability to put in the necessary effort to achieve results and remained focused during testing times. Set agreed standards and/or deadlines.</p> <ul style="list-style-type: none"> • Able to act on own initiative • Meet agreed deadlines • Organise own workload, with minimal direction • Recognises what needs to be done & does it • Remains motivated and focused despite setbacks or distractions • Puts in extra effort, when necessary
Making Good Decisions	Effective Relationships
<p>The ability to analyse and resolve problems in a timely and appropriate manner.</p> <ul style="list-style-type: none"> • Make decisions within relevant legislative frameworks. • Explores the issue from a number of angles • Digs beneath the surface to identify the real issue • Where appropriate, involve others in making decisions • Work with ambiguity • Avoids getting bogged down in detail • Makes timely an appropriate decisions • Recognises the wider impact of decisions 	<p>The ability to form supportive, empowering relationships with others, including young people.</p> <ul style="list-style-type: none"> • Treats people with respect • Builds on common values/purpose • Shows empathy • Demonstrates confidence in others' abilities • Avoids creating dependency • Manages conflicts when needed • Actively seeks ways to work with others • Work collectively (internal & external) to achieve goals
Influencing Others	Adaptability
<p>The ability to influence and engage others to achieve the most effective outcomes</p> <ul style="list-style-type: none"> • Presents information in a compelling way • Provides rationale and/or benefits for ideas • Challenges appropriately • Understands the needs of others and adapt message to suit • Handles questions confidently and assertively • Negotiates the best possible outcomes 	<p>The ability to work effectively with ambiguity, shifting priorities, and rapid change</p> <ul style="list-style-type: none"> ▪ Works productively in the face of ambiguity or uncertainty. ▪ Deals constructively with mistakes and setbacks. ▪ Readily adapts to different ways of doing things. ▪ Seeks opportunities to acquire new knowledge and skills. ▪ Responds flexibly when priorities or needs change ▪ Accepts feedback openly, without becoming defensive.