



Changing Pathways

ENDING ABUSE. EMPOWERING LIVES.

Application Pack

2025

Children and Young
Persons Practitioner



Welcome

Changing Pathways is a registered Charity, providing domestic abuse services across the south of Essex, in partnership with Ending Violence in Essex Charity.

We are the Essex County Council commissioned service for **Harlow, Epping, Brentwood, Thurrock and Basildon**.

We deliver a range of services, offering a non-judgemental, trauma informed approach to support men, women and children who are or have experience domestic abuse. This includes:

- Safe accommodation
- Outreach Support
- Specialist Services for the Global Majority
- Stalking Support
- Counselling
- Training

Joining our team means becoming part of a dynamic, innovative, and supportive environment where your growth and success matter. We are passionate about what we do, and we value collaboration, creativity, and excellence. By joining us, you'll work alongside talented individuals who inspire and challenge one another to achieve their best. We are committed to providing opportunities for professional development, fostering a culture of inclusivity, and recognising the unique contributions of every team member. If you're looking for a workplace that values your skills, encourages your ideas, and supports your ambitions, this is the perfect place for you to thrive.

Tania Woodgate

Chief Executive Officer



Our Vision

Our vision is a world in which all can live fulfilled lives, free from domestic abuse. We aim to create an equitable and just future for women, men and their families.

Our Mission

We do this to by helping everyone find their own pathway out of life of domestic abuse and change their future for the better. We understand the complexities of domestic abuse and that individual who connect us are coming from different points in their journey, some are still in their relationships, some have left, but regardless of where they are, we will support them all.

Our Values

EMPOWER individuals to make their own choices in a safe environment to enable them to regain their independence.

Work with **RESPECT AND DIGNITY**, valuing everyone's experiences and circumstances and advocating for their unique needs.

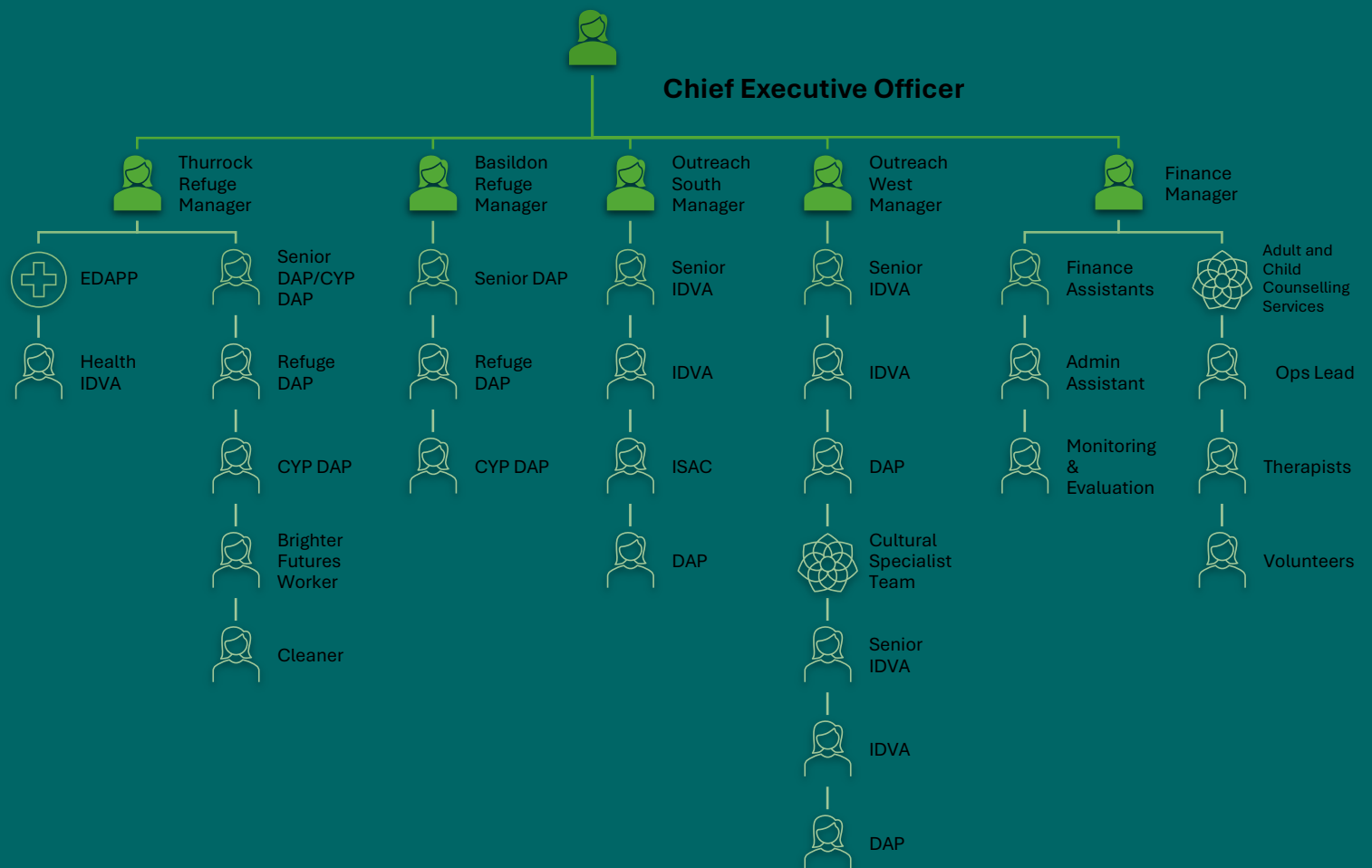
EDUCATE for the devastating impact that domestic abuse has on individuals, local community and society.

COLLABORATE and work in partnership with other organisations to provide the best support for those impacted.



OUR TEAM

Board of Trustees



The Role

The Children and Young Persons practitioner will support the needs of children, young people and non-abusing parent / carer who have experienced domestic abuse living in the West and South Essex.

You will deliver group programmes and 1-1 interventions to children and young people to recovery from their experiences of domestic abuse as well provide support to non-abusing parent to enhance understanding of trauma on children.

The Children and Young Person's Practitioner will have their own caseload and will work with our EViE partners, MARAC and Police to ensure victims achieve the best outcomes.

Our Staff adhere to our values, that make us PROUD of our organisation.



Positivity

We approach change and challenges with a positive mindset and optimism



Respect

We treat everyone fairly and with respect, value and celebrate differences



Ownership

Our behaviours are PROUD towards everyone regardless of their role



Unity

We are one Organisation. Together we are stronger



Dedication

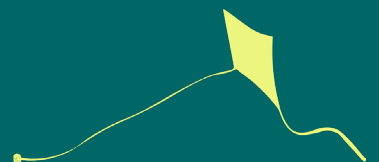
We uphold a strong commitment to our clients, our work, the organisation and each other



Main Responsibilities

MAIN DUTIES:

- Undertake initial need and risk assessments of families and individuals referred to the service, keeping accurate records.
- Deliver recovery groups to children and young people impacted by domestic abuse.
- Deliver recovery groups to parents/carers about the impact of domestic abuse and trauma on children and young people.
- Manage own caseload of work, being responsible for scheduling appointments and liaising with other settings as needed and liaising with the team to schedule all aspects of group work from enrolment to delivery and review.
- Deliver support at internal setting, schools and other settings, as well as online using Zoom, Whatsapp and other methods as approved and appropriate.
- Utilise therapeutic skills and interventions when working with children and young people in emotional distress and crisis.
- Develop support plans and regular reviews of the needs and action plans.
- Ensure services are delivered in an empowering, inclusive and accessible way that promotes and clearly demonstrates the organisation's ethos. Working with a trauma informed approach, using pro-social modelling and assertive communication.
- Delivering some work outside of core hours in conjunction with the CYP team to provide support to clients.
- Promote the needs of children and young people to the non-abusing parent / carer.
- Advocate for the needs and voice of child/young person, and the survivor, within professionals in meetings and other communications.
- Maintain relationships with statutory and voluntary agencies including schools, making referrals to external services to meet the needs of clients.
- Attend and contribute to reports for multi-agency meetings.
- Represent Changing Pathways at community events, occasionally out of hours.
- Comply with Changing Pathways Child Protection and Safeguarding of Vulnerable Adults' policies and procedures. Be alert to child protection and safeguarding issues and inform manager/safeguarding lead of concerns in line with safeguarding policies and procedures
- Ensure that all regulatory requirements and policies are adhered to by staff, volunteers and student placements, and that families, children



and young people are aware and adhere to Health and Safety procedures whilst on site

- To maintain accurate and relevant records capturing case details, outputs and outcomes as necessary using the Changing Pathways case management system.
- Ensure all client data processed and stored complies with data protection legislation, confidentiality and information sharing policy and procedures.
- Undertake monitoring, service user evaluations and reviews of services offered to children and young people and to report to Service Manager.
- Participate in regular management supervision to ensure the highest standards of support and advocacy.
- Maintain strict organisational confidentiality, professional boundaries and security procedures.
- Be receptive to development and training opportunities.
- Support the wider team as appropriate and as directed by the Service Manager

GENERAL:

1. Identify own training and development needs and participate in all training courses relevant to the Changing Pathway's commitment to providing high quality services.
2. Work at all times with due regard to the policies and procedures of Changing Pathways, including financial regulations, participating in their development and amendment where required.
3. Willingness to work outside normal working hours including evenings and weekends and to participate in promotional, fundraising and income generating events, activities and any other duties as may be reasonably required by the organisation.

OTHER:

1. The post is subject to a DBS disclosure which will be carried out at appointment of a candidate.
2. This post is subject to completion of a six-month probationary period.
3. Must be able to drive (the Pool Vehicle to visit sites) and work across the whole contract area as required.
4. Must hold business cover insurance on their own vehicle.
5. Post is open to women only under the Equality Act 2010, schedule 9, part 1



This job description is not designed to provide an exhaustive list of tasks and therefore the post holder is expected to undertake any other reasonable duties within the scope of the post as specified by their line manager.

PERSON SPECIFICATION

Experience		
Criteria	Essential/ Desirable	Assessed by
Considerable experience of working with children and/or young people.	E	Application Form/Interview
Experience delivering or co-facilitating group exercises or interventions.	E	Application Form/Interview
Experience of creating support plans.	E	Application Form/Interview
Experience delivering parenting interventions.	D	Application Form/Interview
Experience delivering interventions to children and young people.	D	Application Form/Interview
Experience of supporting families who are victims of domestic abuse.	D	Application Form/Interview
Experience of managing own workload.	D	Application Form/Interview
Experience of managing safeguarding concerns and disclosures. Making safeguarding referrals and attending child protection meetings.	D	Application Form/Interview
Experience providing safeguarding advice and guidance to others.	D	Application Form/Interview
Experience of using a database / case management system.	D	Application Form/Interview
Knowledge and Understanding		
Criteria	Essential/ Desirable	Assessed by
Understanding of the impact domestic abuse has on adults and children.	E	Application Form/Interview
Knowledge of trauma informed practice.	E	Application Form/Interview
Understanding of child development and the impact of trauma on behaviour.	E	Application Form/Interview



Understanding of child protection issues and how to recognise signs of abuse.	E	Application Form/Interview
Comprehensive understanding of the impact of trauma on child development, behaviour and knowledge of interventions.	D	Application Form/Interview
Comprehensive understanding of the impact of domestic abuse on parenting and knowledge of interventions.	D	Application Form/Interview
Knowledge of the principles of advocacy.	D	Application Form/Interview
Knowledge of local support services for individuals living in the local area.	D	Application Form/Interview
Skills and Abilities		
Criteria	Essential/Desirable	Assessed by
Ability to work in a manner that empowers service users to make decisions and choices.	E	Application Form/Interview
Ability to engage with vulnerable adults and children and show empathy.	E	Application Form/Interview
Good communication skills both verbal and written.	E	Application Form/Interview
Confidence to manage group sessions and difficult conversations.	E	Application Form/Interview
Ability to work in a flexible and responsive manner whilst prioritising work in a busy environment.	E	Application Form/Interview
Good IT skills including the ability to use Microsoft Office and organisational case management databases	E	Application Form/Interview
Ability to maintain personal and professional boundaries.	E	Application Form/Interview
Ability to work in a confidential manner.	E	Application Form/Interview
Education		
Criteria	Essential/Desirable	Assessed by
A good standard of general education.	E	Application Form/Interview
Degree in child development, social care, psychology, education, counselling or other relevant field.	D	Application Form/Interview
Personal qualities		
	Essential/	Assessed by



Criteria	Desirable	
Be compassionate and empathetic	E	Application Form/Interview
Show initiative and be proactive when managing workload	E	Application Form/Interview
Act with integrity and respect when working with all clients, agencies, and individuals	E	Application Form/Interview
Work flexibly as part of a team	E	Application Form/Interview
Be optimistic about the possibility of personal growth and change	E	Application Form/Interview
Motivate individuals and agencies to move through courses of action and decision-making processes	E	Application Form/Interview
OTHER		
Criteria	Essential/ Desirable	How Assessed
Commitment to equal opportunities and anti-discriminatory practice	E	Application Form/Interview
Willingness to undertake training and a commitment to continuous personal development	E	Application Form/Interview
Willingness to work flexibly and able to travel to different sites and venues	E	Application Form/Interview

We are committed to operating within the legal framework of the Equality Act 2010. As our organisation qualifies for an exemption under Section 9 of the Act, we only recruit female candidates for this role. This exemption is applied lawfully and in accordance with the specific occupational requirements of our organisation.





What you can expect from us

Supportive Work Environment

- A culture of respect, collaboration, and inclusivity.
- Open-door policy for feedback, ideas, and concerns.

Opportunities for Growth

- Continuous learning through training programs, workshops, and certifications.
- Clear career progression paths to help you achieve your goals.

Work-Life Balance

- Flexible working hours and hybrid/remote work options.
- Paid time off, holidays, and wellness days.

Competitive Compensation

- Fair and market-aligned salary packages.

Recognition and Rewards

- Regular acknowledgment of individual and team contributions.
- Awards, shout-outs, and celebrations of success.

Innovation and Creativity

- Encouragement to bring new ideas to the table.
- Freedom to innovate, experiment, and grow professionally.

A Focus on Well-Being

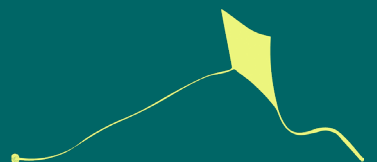
- Mental health resources and employee assistance programs.

Social Responsibility

- Commitment to sustainability and ethical practices.

Empowerment and Autonomy

- Trust in employees to take ownership of their work.
- Support for independent decision-making and problem-solving.



TERMS AND CONDITIONS

Contract	This is a full-time position. On a permanent contract.
Salary	£26,222.00 per annum paid monthly
Reports to:	Operations Manager
Benefits Include	Contributory Pension Scheme. Equipment to undertake your role (hybrid). Training and developed tailored to your level of experience. Staff Discounts on BrightHR. Pets at Work Policy.
Hours	37.5 hours per week (Mon-Fri between 8am-6pm)
Leave	25 days per year plus bank holidays (pro rata).
Expenses	You will be reimbursed for all reasonable expenses which are incurred by you in the proper performance of your duties
Location	Changing Pathways main office is in Felmores End, Basildon. Your location of work will be at Thurrock Refuge. Free parking is available.
Occupational Pay	Sick On successful completion of probation, we offer tiered sickness pay benefits.
Notice Period	4 weeks' notice

How to apply

Please complete our application form and email completed form to welcome@changingpathways.org stating clearly in the subject line the post you are applying for.

Those shortlisted for interviewed will be informed by email no later than two weeks after the closing date. Only those who are successfully shortlisted will be contacted.

