



Changing Pathways

ENDING ABUSE. EMPOWERING LIVES.

Application Pack

2026

Creche Worker

Part Time 22.5 hrs pw



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.

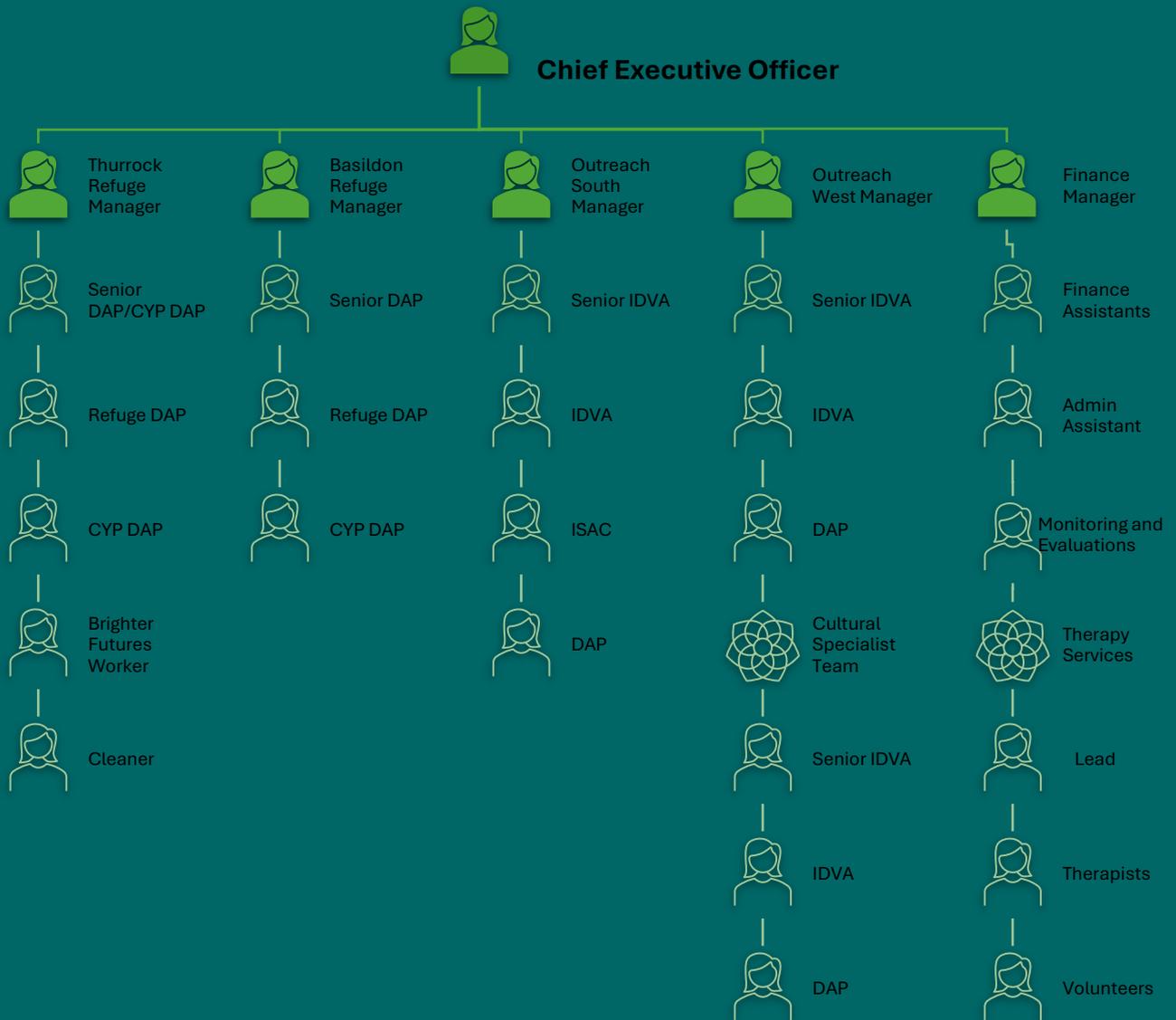
EDUCATE for the devastating impact that domestic abuse has on individuals, local community and society.

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



OUR TEAM

Board of Trustees



The Role

To provide safe, engaging and nurturing childcare for children accessing the organisation's services. The Creche Worker will ensure a high standard of care, promote child development, and support safeguarding and wellbeing within a trauma-informed environment.

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

P

Positivity

We approach change and challenges with a positive mindset and optimism

R

Respect

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

O

Ownership

Our behaviours are PROUD towards everyone regardless of their role

U

Unity

We are one Organisation. Together we are stronger

D

Dedication

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



Main Responsibilities

MAIN DUTIES:

- Provide safe and age-appropriate care for children aged 0-16 years
- Plan and deliver stimulating play activities that support emotional, social and developmental needs.
- Create a welcoming and inclusive environment for all children.
- Maintain appropriate staff-to-child ratios at all times.
- Ensure safeguarding procedures are followed and concerns are reported immediately.
- Maintain accurate attendance and incident records.
- Work collaboratively with colleagues to ensure consistency of care.
- Maintain a clean, safe and organised creche environment.
- Support children with additional needs appropriately and sensitively.
- Communicate effectively with parents/carers and internal teams as required.

Safeguarding

- Adhere to organisational safeguarding policies at all times.
- Complete required safeguarding training.
- Immediately report any concerns in line with procedures.
- Understand trauma-informed practice and its relevance to children affected by domestic abuse (if applicable to your service).

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.

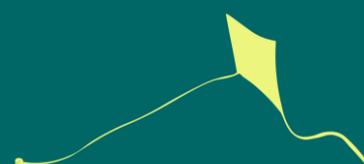
PERSON SPECIFICATION

EXPERIENCE		
Criteria	Essential/ Desirable	How Assessed
Experience of working with children in a childcare, nursery, creche or similar setting	E	Application Form/Interview
Experience of planning play activities for children	E	Application Form/Interview
Experience of identify safeguarding concerns and reporting concerns in line with local procedures	E	Application Form/Interview
KNOWLEDGE AND UNDERSTANDING		
Criteria	Essential/ Desirable	How Assessed
Excellent understanding of child development and developmental milestones	E	Application Form/Interview
Excellent understanding of the impact of domestic abuse on children and young people	E	Application Form/Interview
Good understanding of domestic abuse (including the Power and Control Wheel)	E	Application Form/Interview
Comprehensive knowledge of safeguarding procedures and how to recognise types of abuse including neglect and physical harm	E	Application Form/Interview
Cultural sensitivity to work within the domestic abuse sector within an organisation with a feminist empowerment approach	E	Application Form/Interview



SKILLS AND ABILITIES		
Criteria	Essential/ Desirable	How Assessed
Ability to plan fun and engaging play activities and outings for children	E	Application Form/Interview
Ability to work in a flexible and responsive manner whilst prioritising work within a busy environment	E	Application Form/Interview
Engaging communicator and the ability to adapt messages to suit the audience	E	Application Form/Interview
Excellent organisational skills with good attention to detail	E	Application Form/Interview
Excellent IT skills including the ability to use Microsoft Office and organisational case management databases	E	Application Form/Interview
EDUCATION		
Criteria	Essential/ Desirable	How Assessed
Recognised professional qualification in Childcare/Early Years at level 2 or above	E	Application Form
A good standard of general education	E	Application Form
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

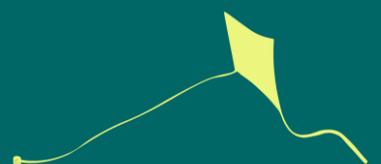
- Mental health resources and employee assistance programs.

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 Part Time position. On a permanent term contact.
Hours	22.5 per week
Salary	National Minimum Wage
Reports to:	Children and Young Person's Operational Lead
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	Monday – Friday 9am-5pm
Leave	25 days per year plus 8 bank holidays.
Expenses	You will be reimbursed for all reasonable expenses which are incurred by you in the proper performance of your duties
Location	Your location of work will be across our refuge sites in Thurrock and Basildon. Parking is available.
Occupational Sick Pay	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.

