



Job Description: Pause North Somerset Practitioner

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Reporting to: Pause Practice Lead

The Pause Programme

One25 is a Bristol-based charity supporting women to move from crisis and trauma towards independence in the community. One25 hosts Pause practices in Bristol, North Somerset and South Gloucestershire. Pause works with women who have experienced – or are at risk of – repeated pregnancies that result in children needing to be removed from their care. The programme gives women the chance to pause and take control over their lives, breaking a destructive cycle that causes both them and their children deep trauma. The programme also reduces the huge costs to society and the taxpayer.

Job Description

The role:

As a Pause Practitioner, you will work with significant autonomy and authority. You embrace responsibility and are accountable for your work. You will be responsible for implementing a range of interventions and support measures as part of an integrated package of health, therapeutic and social support. Pause is specifically designed to address the complex needs of women, through intensive support, to enable change in their lives, and ultimately reduce the numbers of children being removed into care.

Pause Practitioners will often have held a senior practitioner role in their respective profession and should have experience of delivering evidence informed approaches in their practice.

Key responsibilities:

- Work effectively as a team member of Pause to ensure fidelity and integrity to the model through delivery of the Pause Framework elements, for example, assertive outreach with

women and ensuring appropriate measures such as Long Acting Reversible Contraception is in place;

- Undertake an effective, flexible, intensive outreach approach to engage with Pause women;
- Support the development and maintenance of effective local pathways with key agencies and stakeholders to open up access for women, e.g. sexual health, housing and mental health;
- Ensure an evidence base is applied to practice through a collaborative assessment of a woman's needs and strengths;
- Develop focused, bespoke and creative interventions that meet the woman's needs and objectives and ensure that any financial spending on women is aligned with their goals as set out in their care plan;
- Ensure outcomes are achieved through the use of the Pause Programme Performance Management system and that data and recording is completed to a high standard;
- Ensure all practice matters relating to child protection or vulnerable adults are dealt with promptly and in line with local safeguarding;
- Represent Pause at relevant events and with relevant agencies;
- Embed a continuous learning ethos within individual and team practice including involvement in reflective practice discussions and demonstrating and maintaining healthy and professional boundaries.

General Pause North Somerset Programme responsibilities:

- Promote and safeguard the welfare of children, young people and vulnerable adults that you are responsible for or come into contact with through practice.
- Maintain an up-to-date working knowledge of legislation, statutory frameworks and codes of practice, including DfE Working Together, the Children Act 2004 and local Child Protection Procedures, and appropriate adult safeguarding legislation.
- Ensure compliance with statutory requirements and local protocols including for example the Data Protection Act and Health and Safety at Work requirements.
- Work within a flexible framework in order to meet the demands of the programme outside of usual office hours and travel as required.
- Carry out duties in line with organisational policy on Equality and Diversity and be sensitive and caring to the needs of others, promoting a positive approach to a harmonious working environment.

NB: Everyone is expected to adhere to Diversity & Equality and Health and Safety Policies.

Other Responsibilities

- To attend regular support and supervision and agreed training; occasional travel nationally for training and events as part of the Pause national programme will be required.
- To represent One25 appropriately and effectively at all times.
- To work within One25's policies, procedures and code of conduct.
- To support and participate in out of hours events e.g. fundraising and publicity events, speaking engagements and volunteer training etc.
- To incorporate the values and strategic aims of One25 into their work and behaviours.
- Undertake any other tasks that may be requested in relation to Pause commensurate with the nature and level of the post and as may be required.
- To respect and work within One25's Christian Ethos. One25 welcomes staff, volunteers, trustees, supporters and service users from all faiths and denominations and those who are agnostic or atheist.

Person Specification

Qualifications:

- Relevant professional qualification e.g. nursing, social work, mental health or equivalent or significant professional experience in related areas;
- Professional registration (if appropriate);
- Evidence of continuing professional development;
- Driving license and access to own vehicle;
- A satisfactory Disclosure and Barring check (DBS) enhanced level.

Experience and knowledge:

- Experience of working with families / individuals who present with a range of complex needs (mental health challenges, drug and alcohol misuse, domestic violence) and demonstrate an ability to create rapport and build effective therapeutic relationships;
- Experience of case management including assessments, care planning and reviews with clients with complex needs;
- Knowledge and understanding of a range of evidence-based approaches including systemic practice, social learning theory, trauma, attachment and loss, relationship and strength based interventions;

- Knowledge of adult safeguarding, childcare legislation, local Child Protection Procedures, and an understanding of child development, parenting capacity and risk and protective factors.

Skills:

- Able to summarise and evaluate complex assessment information and use this to develop and implement effective interventions;
- Able to build reflective, supportive, and outcome-focused relationships with Pause women, whilst maintaining boundaries;
- Able to influence and inspire across professional disciplines using evidence and practice to improve outcomes for Pause women;
- Able to challenge, negotiate, advocate and collaborate as part of the role of supporting women;
- Able to write clear and concise records and reports;
- Able to reflect on your own practice and identify and implement continuing opportunities for development;
- Demonstrates an effective level of consultative, interpersonal, communication and negotiation skills including the ability to deal with complex issues in a sensitive and appropriate manner;
- The necessary computer literacy skills to produce good quality information in a variety of formats.