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| **WILD Young Parents’ Project**  **WILD Families Worker – Children’s Team**  **Salary £23,825 - £26,339**  **Role Description and Person Specification** | |
| **WILD Vision** | Everything we do, in all our roles, is to work towards WILD Vision:  **A fair start for the babies and children of young parent families** |
| **EDI statement** | Equity, diversity and inclusion is at the heart of WILD. We want everyone to feel like they belong. We value each person as an individual, treat everyone with dignity and respect and welcome all parts of a person's identity.  We want to meet the needs of young parent families who are under-resourced and experience the culminating impact of intersecting discrimination.  We want a diverse team of colleagues, who can bring the creativity and skills that come from diverse experiences. We welcome applications from individuals with lived experience of young parenthood, and those who have intersectional insight gained from their identities and communities.  We welcome early conversations about accessibility in our recruitment process and in our work roles.  EDI is everyone’s responsibility at WILD.  We can only achieve a fair start for young parent families by including everyone. |
| **Key Teams** | Families Teams  Other Teams as required |
| **Team Mission** | **To deliver WILD’s work with a whole family approach, supporting our vision for the intergenerational change we seek with young parent families**  Families teams work together to plan and implement WILD's delivery model across a geographical area - East, Mid & West.  Each area team is made up of WILD Workers who use a whole family approach, with the unborn baby / baby / child at the centre, as well as bringing their individual skills and focus. |

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| **Work with Families** | You will support the planning and delivery of responsive child-centred work across your area, based on families needs, using activities and methods that we know can help achieve our vision.  Your work will help families:   * develop their understanding of their children’s needs, the impact of parental behaviours and influences, and how to do things differently * build positive infant-parent attachment and family relationships * access services that support children and families * develop emotional regulation, independence, agency, self-belief, and learn from past adversity * understand child development * build a sense of belonging, purpose, and community * explore creative play, music, song, Makaton, story time etc * understand how to keep children safe, including key safety messages * join venue-based group sessions, 1-2-1, whole family work, online sessions, chat groups and area-based activities   Your work will support all teams:   * mentalise and voice the experience of the child * ensure the baby / child’s lived experience is at the centre of all WILD’s work * understand child development * recognise and respond to signs of neglect and abuse * hear, capture and share the voice of the child   This will include supporting:   * family journey work * working in partnership with families/wider family members * identification of children and families that would benefit from additional support * engagement with new families / wider family members * child focused individual, group and whole family work in homes and communities * the voice of unborn babies, babies and children to be shared * planning and engagement with WILD projects and events, encouraging families participation * signposting and referring to other agencies to support whole family needs * record keeping of work using WILD’s systems, including contribution to reporting |
| **Work with other services** | You will support relationships with other agencies, championing for the babies and children of young parent families to get the help they need, including:   * helping families access, understand and feel confident to use services * working together to safeguard families * supporting access to opportunities and enriching experiences * having their rights met, considering children's rights in accordance with the UNCRC |
| **Teams approach** | WILD’s teams-based structure empowers teams of people, with mixed skills and experience, to work together towards WILD’s vision.  You will:   * collaborate and communicate effectively within your team, as well as with wider teams * foster a culture of trust and transparency, aligning with WILD’s values * deliver, as a team, an area-based work plan * be accountable for your own work * take responsibility for effective teamwork * use WILD systems effectively to record keep and communicate * participate in individual and whole team reflective practice * support risk to be managed, working with other teams as necessary * ensure children and families are at the centre of all practice and decisions * connect and communicate with wider Teams |
| **Learning** | WILD is a learning organisation, with learning embedded across all our work.  To achieve this you will:   * use theory and evidence to develop practice * be a reflective practitioner in all aspects of your work * actively participate in opportunities such as Reflection & Growth, Practice Learning Reviews and Signs of Safety * respond to focused learning questions to explore how we work * collaborate and learn from families lived experiences * record and use data to inform your work and demonstrate progress * share learning within WILD and externally * be committed to ongoing individual and professional development |
| **Organisation** | To achieve WILD’s vision teams work together within the organisational structure and systems.  You will:   * contribute to and work within WILD’s policies, procedures and practice framework * safeguard families * support Operational Teams, such as the Money team in fundraising and ensuring best value * support Strategy and Learning Teams, such as the Comms team to share WILD’s voice, raise awareness and campaign for better futures for young parent families * use WILD’s systems to support organisational effectiveness * maintain clear work boundaries and professional practices * take on any other duties as reasonably required |

**Skills / person specification**

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| **Essential** | **Desirable** |
| experience of working with babies and children | awareness of complexities faced by young parent families |
| some understanding of early childhood adversity and trauma | understanding of how to help children and parents build resilience |
| demonstrate an understanding of the experiences of others | experience of working to an evidence base, such as PACE and Solihull |
| you are playful, accepting, curious and empathic | experience of working collaboratively |
| experience of effectively managing your own work and time | experience of record keeping and reporting |
| self-aware and emotionally resilient | training / experience of working in a trauma informed way |
| thrive in a teams environment, working with, and learning from others | previously worked with babies / children experiencing risk and / or complexities |
| good written and verbal communication skills | understand the value of reflection, and use reflective practice to develop your work |
| you work independently, and collaboratively within a team | experience of whole family work |
| align with and promote WILD values | training / experience in areas such as Safeguarding, DASV, Mental Health, Substance Use, Attachment Theory, Child Development |
| commitment to ongoing individual and professional development | experience of assessing and managing risks |
| understanding of safeguarding | experience of safeguarding practice |
| some experience of using IT based platforms | you bring wider skills and interests to WILD |
| flexible and willing to work across all WILD’s services | relevant qualifications / higher level training |