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*This Post is funded by BBC Children in Need*



# Children's' Support Worker (Amber Project)

**Application Pack**

BE THE TRAILBLAZER  
ACTIVATE CHANGE  
STRENGTHEN LIVES  
BUILD COMMUNITIES  
EMBRACE THE CHALLENGES  
BE THE HELPING HAND  
FAITH TAKING ACTION  
PURPOSEFUL ACTION  
REAL PEOPLE  
REAL FAITH  
RISK TAKERS

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# **FROM OUR CEO**

I'm delighted that you are interested in the role of Children's Support Worker with Church Army and I hope that as you read through this job pack you get a clearer sense of who we are.

In all our work Church Army seeks to support and empower those most in need in the UK and Ireland. We walk alongside and love those who are struggling, especially the marginalised. We are a mission organisation committed to enabling the transformation of lives and communities in and by the love of God.

The work of Church Army makes a real difference in people's lives. Every role offers the opportunity contribute to making our vision a reality. The work that you do with Church Army really will make a difference, and we are thankful for every one of our committed and passionate staff. Our GRACEUP values are at the heart of all that we do across Church Army, in our work and in our relationships. They serve as cultural cornerstones, compass points and anchors. In joining Church Army, you will belong to a community of remarkable people who are proud to do what they do. Together we work hard to make sure our team know that they are valued for their contributions and moreover valued for who they are.

This is an exciting time to join us. As we implement our DARE strategy Church Army is growing its frontline work and growing its impact. We are proud to work in some of the toughest communities across the UK and Ireland. Our Centres of Mission, in partnership with Dioceses, are where evangelists live in local communities sharing faith, and empowering and equipping the local church in mission and evangelism. In Marylebone London, we run the biggest women's only hostel and the only 24/7 emergency drop-in centre in the UK. Marylebone empowers women to end their homelessness and live their lives to the full. In Cardiff, we run the Amber Project, which helps young people who battle self-harm, and the Ty Bronna Project, which is a hostel for homeless young people. Elsewhere one of our Projects befriends, serves and supports vulnerable women involved in the sex industry.

It can be challenging work. Church Army is often found where others won't go and doing things that others can't or won't. Yet it is joyful and fulfilling work. We serve in a broad range of settings, with people from all walks of life, and of all faiths and none. I am thrilled and humbled to work for an organisation that does this in God's name and your name.

I hope that you will be inspired and encouraged to want to join our amazing team.

Yours,



**Peter Rouch**



# **ROLE OF A CHILDREN'S WORKER**

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To provide an integrated support service for young people aged 12-18 years old who have experience of self-harm.

## **BACKGROUND:**

Since The Amber project was established in 2002 individual support and creative workshops have been key elements of our work with young people.

### 1) Individual Support

The children who access the project are frequently attempting to cope with a large number of complex issues. Low levels of confidence, self-worth and resilience are common. We feel that the development of consistent positive relationships are key to the development of protective factors which enable children to increase their emotional wellbeing. For the children and young people who are unable or don't feel ready to attend a group. Individual support is of vital importance.

### 2) Creative Workshops

On Tuesdays we hold a music workshop and, on both Thursdays, and Fridays, we hold two age-appropriate creative workshops. On Thursday our Constellation Groups meet (for children and young people who are trans, non-binary or questioning). With our general creative group meeting on Fridays. Workshops are usually music and art based, but we also hold games evenings, trips out and discussion groups. The workshops are designed to encourage communication both verbal and non-verbal and to help increase levels of self-confidence, resilience and worth.

# JOB DESCRIPTION

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<b>Job Title:</b>	Children's Support Worker
<b>Location:</b>	Amber Project, Cardiff
<b>Responsible To:</b>	Caryl Stock
<b>Relating To:</b>	Project Co-Ordinator
<b>Responsible For:</b>	Other Amber Project Staff
<b>Purpose:</b>	The Amber Project exists to support any young person (aged 14-25) in Cardiff and the surrounding areas who has experience of self-harm. With our Constellation element working with young people aged 12-18.
<b>Objectives:</b>	<ol style="list-style-type: none"><li>1. Provide an individual support and advocacy service for young people who self-harm.</li><li>2. Provide support for young people outside of normal school hours.</li><li>3. Help develop activity-based workshops for young people 12-18.</li><li>4. Provide support to young people attending the projects creative and activity-based workshops.</li><li>5. Ensure that the project offers a range of support for young people who self-harm in partnership with appropriate outside agencies.</li></ol>

## KEY RESPONSIBILITIES AND TASKS:

1. To provide an individual support and advocacy service for young people who self-harm:
  - Provide practical support e.g., attending appointments with young people, liaising with schools and other third parties.
  - Meet on a regular basis with young people giving them time and space in an informal session to share any concerns they may have.
  - Encourage young people to develop skills they need to look after themselves physically and emotionally by helping them to explore, develop and maintain alternative coping strategies.
  - Providing a safe environment for young people who want to talk about their issues around self-harm.

- At all times to work in a professional, responsive, flexible and non-judgmental way, demonstrating openness to working constructively with young people who have experience of self-harm.
- Maintain appropriate documentation allowing ongoing monitoring and evaluation of services.
- Review the work on an ongoing basis evolving the service in response to the needs of the children and young people who access the project.

**2. To provide support for young people outside of normal school hours:**

- Provide an individual support and advocacy service for young people who self-harm.
- Provide accessible support for young people outside of normal school hours / or alternative educational provision.
- Provide on-going support during school holidays.
- Ensure that the project offers a range of support for young people who self-harm in partnership with appropriate outside agencies.

**3. To help develop activity-based workshops for young people 12-18**

- Work with the Arts Worker to support children at creative and activity-based workshops which are designed to meet the specific needs of this age group.
- Work with the Arts Worker in the development of activity-based workshops for young people 12-18.
- Listen to children in continuing to evolve a programme of activities which reflect their interests and issues.
- Liaise with other agencies regarding the delivery of workshops e.g., Community Music Wales

**4. To provide support to young people attending the projects workshops:**

- Enable young people attending workshops to fully participate in the activities by offering both practical and emotional support.
- Be available to offer support to young people in the period following workshops.
- Be aware when it is appropriate to refer the young person to the counselling element of the project and / or other agencies if appropriate.

**5. To ensure that the project offers a range of support for young people who self-harm in partnership with appropriate outside agencies:**

- Promote the development of partnership working with other agencies to offer a sensitive, needs-led service to young people who self-harm.
- Work in partnership with children accessing the project, to promote individual choice and responsibility and where applicable to work in conjunction with other professionals.

### **OTHER RESPONSIBILITIES:**

- a) Meet regularly with the Project Coordinator and attend Team Meetings, Training and Clinical Supervision.
- b) Be aware of the importance of continuing personal development and to identify and access appropriate training.
- c) Work within an anti-discriminatory framework, ensuring that the service provided are accessible and responsive.
- d) Be involved in the monitoring of the use of the project and to assist in the accurate collection, recording and evaluation of relevant statistical data.
- e) To work closely with the Project Co-ordinator and to promptly communicate any concerns.
- f) To undertake any such duties as are commensurate with the post at the direction of the Project Coordinator
- g) At all times to be conversant with and work within Church Army procedures and practices which include:
  - Child Protection Policy
  - Computer Use Policy
  - Equal Opportunities Policy
  - Health and Safety Policy
  - Other policies contained in the Staff Handbook.





# **ROLE REQUIREMENTS:**

The following sets out what we are looking for in the post holder. As you apply for the post and submit your application, please make sure you evidence with good clear examples how you meet the criteria below.

All aspects of the person specification will be assessed via the application form, interview and selection process, and within pre-employment check (e.g. references).

## **Knowledge, experience and understanding**

An understanding of the issues surrounding self-harming behaviour

Appropriate knowledge e.g. The Children's Act / Child Protection Best Practice.

Relevant experience of working with young people who have complex issues. Including young people who are trans, non-binary and /or exploring their gender identity.

## **Skills and abilities**

Excellent oral and written communication skills.

Proven one to one and group working skills.

The ability to respond swiftly and appropriately to challenging situations.

Ability to work within an anti-discriminatory and non-judgemental manner.

Research, evaluation and monitoring skills.

Good IT skills with Microsoft Office, covering Outlook, Word and Excel.

## **Attributes**

Willingness to work collaboratively with other agencies / organisations.

Committed and hard working

Willingness to learn and to be challenged.

To respect the values of the team, which are the values of Church Army

## Other

The successful candidate will need to be conversant with, and in sympathy with, the aims and objectives of the Amber Project, Constellation and Church Army.

To be available to work outside school hours.



# OUTLINE TERMS AND CONDITIONS

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<b>Location</b>	Cardiff
<b>Salary</b>	£26,812.00 per annum (pro-rata)
<b>Hours</b>	<p>20 hours across the week:</p> <p>Monday: 9:30 - 2:30 Five Hours (Team Meeting, Admin and Planning)</p> <p>Tuesday : 2:00 - 6:00 Four Hours</p> <p>Wednesday: 2:00 - 6:00 Four Hours</p> <p>Thursday: 3:00 - 7:00 Four Hours</p> <p>Friday 3:30 - 6:30 Three Hours</p>
<b>Pension</b>	Church Army is an auto enrolment pension employer. You will be assessed under pension auto enrolment criteria
<b>Annual Leave</b>	25 days plus Bank Holidays pro-rata
<b>Probation Period</b>	Monthly Reviews
<b>Contract Type</b>	Part-Time: Fixed contract six months.
<b>Notice Period</b>	One Month
<b>DBS Requirement</b>	Due to the presence of vulnerable children at the project, the successful candidate for this post will be the subject of an Enhanced DBS disclosure.

We also offer our staff:

- Life Assurance cover at 3 x salary
- Access to employee perks scheme through Life Works
- Access to cycle to work scheme
- Free Employee Assistance Programme available to staff 24/7
- Free confidential counselling service

# WHAT MAKES US CHURCH ARMY

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## Our Vision

For everyone everywhere to encounter God's love and be empowered to transform their communities through faith shared in words and action.

See our [We Are Church Army](#) video.

## Our Values

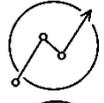
Everything we do is underpinned by our GRACEUP values:



**Generous** - We believe God is generous and we want to model that generosity to others.



**Risk-taking** - We have a long heritage as a pioneering movement, taking calculated risks and giving our staff permission to try new things.



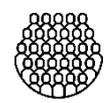
**Accountable** - We are accountable to God and others, and we want to be reliable and responsible to high professional standards.



**Collaborative** - We are committed to partnering with others who share our values; we believe collaboration enhances the potential and outcomes of our work.



**Expectant** - We are hopeful, expecting God to do new things through our frontline work and the Church Army community.



**Unconditional** - We believe God loves everyone and every person is significant in His eyes. We serve anyone regardless of their age, gender, race, sexuality, faith, ability, status or circumstances.



**Prayerful** - We listen to God through prayer, and we want to be obedient to Him. We want to be like Jesus in all we do.

## Working with Us

We aspire to see our teams reflect the communities they serve, and to have a diversity of people and views reflected across our organisation. We are a Christian charity working with people of all faiths and none. We ask that our team, where being a Christian is not a requirement, to respect and be sympathetic to our history, work, vision and values.

We welcome and encourage job applications from people of all backgrounds. We particularly welcome applications from candidates from black and ethnic minority backgrounds. We are an equal opportunities employer and we do not discriminate on the basis of any characteristic, including those protected by the Equality Act.

Church Army staff have access to a wide range of benefits, and you can find some of these listed on our [website](#) below our vacancies.



# APPLICATION PROCESS

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If you would like you to find out any more about the role, please contact Caryl Stock - [caryl.stock@churcharmy.org](mailto:caryl.stock@churcharmy.org)

To apply, please submit a Church Army **Application form** which is available to download from the job advert on our website.

**Deadline:** 28 April 2023

**Interview Date:** To be confirmed

## What to expect from our Recruitment Process:

- Upload your completed application form on our website, or email it to [recruitment@churcharmy.org](mailto:recruitment@churcharmy.org)
- One of our team will acknowledge your application
- Applications are shortlisted against the person specification
- You will be contacted as to whether you have been invited to interview

## Offers of employment are made subject to:

- Evidence of your eligibility to work in the UK
- Successful completion of a probationary period
- Two satisfactory references

References are usually only requested once an offer has been made. We will ask for your permission before seeking any references.

For more information about Church Army please visit: [www.churcharmy.org](http://www.churcharmy.org)