



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 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, compass points and anchors. In joining Church cornerstones 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 SUPPORT WORKER

As a Support Worker, you will be working with young people aged 12-25 years old who have experience of self-harm. Within that age group, you will predominantly be working with young people under 18. The post would suit an experienced support worker, preferably with knowledge of the issues experienced by young people who are trans / non-binary.

You will play a key role in providing them with support and advocacy both on a one-to-one basis and within a group setting; working with them to develop their emotional skills which will allow them to cope more effectively with the difficulties in their lives. The nature of the work means role that the successful candidate must focus on inclusivity for the young people.

The successful candidate will have considerable experience in working with young people aged 12-25 and will enjoy the challenge of working with adolescents in difficult circumstances. You will need to be able to work within a non-discriminatory framework, ensuring the services are provided in a qualitative, responsive, and accessible manner.

Amber Project

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 young people 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 young people to increase their emotional wellbeing. For the young people who are unable or don't feel ready to attend a group individual support is of vital importance.

2) Creative Workshops

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.

Our Theatre workshops operate under a broader remit of 'emotional wellbeing' and are open to those between 18 to 25 years. They involve a range of activities including games, image theatre and improvisation. We also create our own pieces of forum theatre, based on issues relevant to the group, which are often used to train professionals and to raise awareness of mental health issues.

JOB DESCRIPTION

Job Title:	Support Worker
Location:	Amber Project, Cardiff
Responsible To:	Operations Manager for the Amber Project
Relating To:	Amber Project Staff
Purpose:	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 12-25.
Objectives:	<ol style="list-style-type: none">1. Provide an individual support and advocacy service for young people.2. Provide support for young people outside of normal school hours.3. Help develop activity-based workshops for young people 12-25.4. Provide support to young people attending the projects creative and activity-based workshops.5. Ensure that the project offers a range of support for young people in partnership with appropriate outside agencies.

KEY RESPONSIBILITIES AND TASKS:

1. To provide an individual support and advocacy service for young people:

- 1.1. Provide practical support e.g. attending appointments with young people, liaising with schools and other third parties.
- 1.2. Meet on a regular basis with young people giving them time and space in an informal session to share any concerns they may have.
- 1.3. 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.
- 1.4. Providing a safe environment for young people who want to talk about their issues around self-harm or gender identity.
- 1.5. At all times to work in a professional, responsive, flexible and non-judgmental way, demonstrating openness to working constructively with young people.
- 1.6. Review the work on an ongoing basis evolving the service in response to the needs of the young people who access the project.

- 2. To provide support for young people outside of normal school hours:**
 - 2.1 Provide an individual support and advocacy service for young people who self-harm.
 - 2.2 Provide accessible support for young people outside of normal school hours / or alternative educational provision.
 - 2.3 Provide on-going support during school holidays.
 - 2.4 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 12-25**
 - 3.1 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.
 - 3.2 Work with the Arts Worker in the development of activity-based workshops for young people 12-25.
 - 3.3 Listen to young people in continuing to evolve a programme of activities which reflect their interests and issues.
 - 3.4 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:**
 - 4.1 Enable young people attending workshops to fully participate in the activities by offering both practical and emotional support.
 - 4.2 Be available to offer support to young people in the period following workshops.
 - 4.3 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 in partnership with appropriate outside agencies:**
 - 5.1 Promote the development of partnership working with other agencies to offer a sensitive, needs-led service to young people.
 - 5.2 Work in partnership with children accessing the project, to promote individual choice and responsibility and where applicable to work in conjunction with other professionals.

- 6. To work within the processes and procedures of the Amber Project and Church Army:**
 - 6.1 To undertake Initial Meetings with young people who have been referred to the project, explaining what the Amber Project can offer and referring on for counselling where appropriate.
 - 6.2 To maintain the record of referrals at the project, ensuring it is always up to date.
 - 6.3 To keep accurate case notes
 - 6.4 To contribute towards the compiling of information required for the monitoring and evaluation of services.

General:

- Meet regularly with the Operations Manager for the Project for regular one to ones and an annual appraisal, and attend Team Meetings, Training and Clinical Supervision,
- Be an active member of the Amber Project Team encouraging participation in the overall objectives and life of the team.
- Be aware of the importance of continuing personal development and to identify and access appropriate training.
- Work within an anti-discriminatory framework, ensuring that the service provided are accessible and responsive.
- 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.
- To cover workshops or duties for other members of staff as required.
- To work closely with the Operations Manager for the Amber Project and to promptly communicate any concerns.
- To undertake any such duties as are commensurate with the post at the direction of the line manager or their senior.
- To adhere to Church Army's contractual and non-contractual policies at all times. These are outline in the Staff Handbook and on Church Army's intranet document library.
- Act in the best interest of Church Army and Amber Project at all times.





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.
- An understanding of the issues facing young people who are trans, non-binary and /or exploring their gender identity.
- Appropriate knowledge e.g. The Children's Act / Child Protection Best Practice.
- Relevant experience of working with young people who have complex issues.

Skills & Abilities:

- Excellent oral and written communication skills.
- Proven one to one and group working skills.
- Ability to respond swiftly and appropriately to challenging situations.
- Ability to work within an anti-discriminatory framework and in a non-judgemental manner.
- Research, evaluation and monitoring skills.
- Good IT skills with Microsoft Office, including Outlook, Word and Excel.

Attributes:

- Willingness to work flexibly within the team
- Ability 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

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.

Due to the nature of the work, the candidate must be willing to work outside of school hours, and with a flexible nature.

The Amber Project is currently based in a building that is step free to the downstairs rooms. The staff office is currently on the first floor, that has stair lift access. However, several of the rooms on the floor are accessed by stairs only and our counselling and 1-2-1 rooms are on the second floor, which does not have stairlift access. The postholder must be able to access all areas of the Project and may be required to do so quickly in the event of an emergency. The ability to undertake these physical aspects of the role and to carry smaller items are required as essential.

OUTLINE TERMS AND CONDITIONS

Location	Cardiff
Salary	£13,406 per annum (£26,812.00 per annum FTE).
Hours	20 hours across the week. Working pattern to be agreed with the line manager but will include late afternoons and early evenings to facilitate meeting with young people outside of school hours and attending workshops. Occasional weekends.
Pension	Church Army is an auto enrolment pension employer. You will be assessed under pension auto enrolment criteria
Annual Leave	132 hours, inclusive of bank holidays (264 hours FTE).
Probation Period	6 months
Contract Type	Part-Time, Fixed Contract: expected for 12 months.
Notice Period	4 weeks (after probation period)
DBS Requirement	Due to the presence of vulnerable adults and/or children at the project, the successful candidate for this post will be the subject of an Enhanced DBS disclosure, and will be expected to comply with Church Army's Safer Ministry Policy and all local procedures.

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

Our Vision

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

Our Values

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

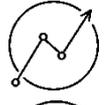
Everything we do is underpinned by our GRACEUP values:



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.



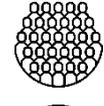
Accountable - We are accountable to God and others, and we want to be reliable and responsible to high professional standards.



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

If you would like you to find out any more about the role, please contact Tim Crahart (Operations Manager for Amber Project): tim.crahart@churcharmy.org

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

Deadline: 27th May 2024

Interview Date: 11th June 2024, Cardiff

What to expect from our Recruitment Process:

- Upload your completed application form on our website, or email it to 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.
- An enhanced DBS check.

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