

# Job Profile

Position Details	
Post	Pause Practitioner
Service Area	Children's Services
Reports to	Pause Practice Lead
Grade	PO3
Job Family	To be completed by HR

Role Purpose
<p>To work with vulnerable women to give them the chance to take control over their lives.</p> <p>To build successful relationships with women at risk of becoming pregnant and having a child taken into care.</p> <p>To work in partnership with women finding new ways to overcome the problems of the past, meet the challenges of the present so that, together, women can be helped to build a better future.</p> <p>To work with women in a radically different way; addressing everybody in their lives – fathers of their children, partners, family members and friends – as well as professionals such as social services, housing, the NHS and the justice system.</p> <p>To implement a range of interventions and support measures for the Pause Practice as part of an integrated package of health, therapeutic and social support.</p>

Main Responsibilities
<ol style="list-style-type: none"> <li>1. Work effectively as a team member of Pause Haringey to ensure fidelity and integrity to the model through delivery of the Pause Framework elements, for example, assertive outreach with women and ensuring the most effective form of long acting reversible contraception is in place;</li> <li>2. Undertake an effective, flexible, intensive outreach approach to engage with Pause women;</li> <li>3. Support the development and maintenance of effective local pathways with key agencies, e.g. sexual health, housing and mental health;</li> <li>4. Ensure an evidence base is applied to practice through a collaborative assessment of a woman's needs and strengths;</li> <li>5. 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;</li> <li>6. Ensure outcomes are achieved through the use of the Pause Monitoring, Evaluation and Learning Framework and that data and recording is completed to a high standard;</li> <li>7. Ensure all practice matters relating to child protection or vulnerable adults are dealt with promptly and in line with local safeguarding;</li> <li>8. Represent Pause at relevant events;</li> </ol>

9. 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 requirements:

Adherence to compliance and confidentiality policies, ensuring all legislative, national and local policies in relation to children and vulnerable adults are followed correctly;

An understanding of safeguarding requirements and processes and/or a commitment to attend necessary training;

Sensitivity to cultural differences and the ability to work with disadvantaged and vulnerable women in a wide variety of cultural contexts;

A shared understanding of the ethics and core values that underpin Pause, alongside a commitment to develop and deliver trauma informed service;

Working within a flexible framework in order to meet the demands of the service outside usual office hours and travel as required;

Be part of the national Pause network and attend a programme of training and learning events across the country (travel and occasional overnight stays away from home will be required);

Any other duties as might be required within the remit and responsibilities of the post.

NB: All employees are expected to adhere to Diversity & Equality and Health and Safety Policies.

Generic Responsibilities
<ol style="list-style-type: none"><li>1. Understanding, knowledge and ability to follow guidelines that ensures compliance with Health and Safety at Work, Data Protection and other statutory requirements.</li><li>2. Understanding and commitment to promoting and implementing the Council's Equal Opportunities policies.</li><li>3. Knowledge and experience of using IT.</li><li>4. To undertake any other temporary responsibilities aligned with the overall purpose and grade of the role.</li></ol>



This position requires the postholder to undergo a DBS (Disclosure and Barring Service) check.

#### Organisational Structure

This role reports into the PAUSE Practice Lead who reports directly into the Head of Service

### Additional Information

Please complete the additional information as fully as you can.

Supervision / Management of People				
Please indicate which group best describes the total number of staff the post holder is responsible for:				
None	Up to 5 staff	6 to 15 staff	16 to 49 staff	50 plus staff
x				
Are the staff based at the same work location?				Yes
Will the post holder be responsible for contract / agency / project staff?				No

In the normal course of their duties would it be reasonable to expect the job holder to undertake, or be involved in, any of the following on a regular basis.

If Yes, please provide an estimate of the % of their working day this involves.

Work Environment					
Activity	Yes/No	% of working day	Activity	Yes/No	% of working day
Office duties.	Yes		Use of a computer.	Yes	
Audio typing.	No		Crisis or conflict situations.	No	
Walking more than a mile.	No		Manual handling.	No	
Working alone or in isolation.	No		Working in confined spaces.	No	
Driving a car, van or minibus.	Yes		Preparing or serving food.	No	
Exposure to infectious diseases, e.g. Tuberculosis (TB) or Hepatitis B.	No		Working in awkward positions, e.g. stooping, bending, reaching.	No	
Exposure to substances hazardous to health, including lead, asbestos or radioactive substances.	No		Operating heavy or hazardous machinery including forklifts, diggers or cranes.	No	
Regular and repetitive movements.	No		Working shifts / unsocial hours, nights.	No	
Outdoor work involving uneven surfaces.	Yes		Standing or sitting for prolonged periods.	No	

Activity	Yes/No	% of working day	Activity	Yes/No	% of working day
Working shifts / unsocial hours / nights.	Yes		Working at heights / on ladders, roof work.	No	
Teaching, or responsibility for, children.	No		Outdoor work involving extremes of temperature.	No	
Electrical hazards.	No		Control and restraint.	No	

**Resources** – identify & list personal and identifiable accountability for physical and financial resources including those of clients:

N/A

**Cash/Financial Resources** - Is the post personally and identifiably accountable for the accurate handling / security of cash and cheques? If yes, specify the average amount controlled at any one time and the nature of the accountability:

N/A

**Plant/Equipment** - is the post personally accountable for the proper use / safekeeping of plant / equipment? If yes, please indicate the type(s) of plant/equipment and the nature of the accountability:

N/A

**Stocks/Materials** - Is the post personally accountable for materials / items of stock? If yes, please indicate the type and approximate value and the nature of accountability:

N/A

**Data Systems** - is the post personally accountable for the use, manipulation and safekeeping of data systems whether manual or computerised? If yes please indicate the type of system(s) and the nature of the accountability, whilst explaining the importance of the data systems to the Council's operations:

N/A

**Buildings** - Is the post personally accountable for the proper use and safekeeping of buildings? If yes please indicate the type of building(s) concerned and the nature of the accountability:

**N/A**