



**AFRUCA – SAFEGUARDING CHILDREN**

**County Lines Child Trafficking – Community and Family Support  
Worker**

Job Description and Person Specification

**August 2020**

# Community and Family Support Worker – County Lines Child Trafficking

## Job Description and Person Specification

**Job title: Community and Family Support Worker (County Lines Child Trafficking/Criminal Exploitation)**

**Location:** AFRUCA Centre, Manchester

**Salary:** £25,000 per annum subject to deductions for tax and national insurance contributions as required by law

**Hours:** 36 hours per week (5 days per week, with flexible working opportunities)

**Duration:** One-year initial contract

**Reporting to:** AFRUCA CEO

**Benefits:** 28 days holiday per year plus bank holidays. 6% Employer Pension Contributions. Learning and skills development opportunities. A very diverse work environment.

### **Job Purpose**

This position will enable us at AFRUCA to provide early help and prevention services to support parents in BME communities across Manchester whose children are at risk of county lines child trafficking and criminal exploitation. The post holder will work with others within and outside AFRUCA to assist parents understand the indicators of exploitation which their children might be exposed to and support them to access early help from local agencies across Manchester before problems escalate.

This position is based in our Centre for BME Children and Families in Manchester and is a community-led pilot project funded by Manchester City Council.

### **Background To AFRUCA**

AFRUCA-Safeguarding Children is a national charity established in May 2001 to promote the safeguarding and well-being of children in Black and Minority Ethnic communities in the UK. AFRUCA has its Head Office in London, a Centre for BME Children and Families in Manchester and projects working with families and communities across the country.

## Our 5 Key Work Areas

- Awareness raising and sensitization: within BME communities and youths about children's rights as enshrined in the United Nations Convention on the Rights of the Child and other international conventions and UK legislation promoting the rights and well-being of children.
- Information, education, and advisory services: to raise the profile of BME children in the UK, increase awareness of their needs, improve policies and practices, and develop the leadership potential of BME youths. Activities include research and publishing reports; media work; conferences, seminars, workshops, and training programmes for policy makers, service providers, parents, faith and community leaders, young people; communities.
- Advocacy and policy development: working closely with policy makers to shape the development of policy and regulatory action to promote the well-being of children.
- Community and international development: in partnership with others to put in place programmes and projects to help relieve some of the suffering and hardship that BME children experience.

Family Support: Working to support children, young people and families in crisis, at the point of breakdown through effective early intervention services.

## Detailed Job Description

- **Assist with delivering AFRUCA's range of County Lines Child Trafficking and Criminal Exploitation prevention and early intervention services.**
  - Provide 25 parents with basic training in child protection and the law so they understand their roles in protection and safeguarding and can understand the indicators of exploitation, grooming and abuse in relation to their children.
  - Provide one to one support and guidance to parents who might struggle to understand their children's behaviour, especially where issues of identity, peer pressure and absence of a positive male role model are concerned.
  - Support parents to engage with a range of statutory agencies involved with their children including education, the police, social services, youth justice and others.
  - Signpost parents to other service providers where such services are not available at AFRUCA.
  - Provide a peer support forum (coffee morning) for parents whose children are at risk of criminal exploitation to enable them share knowledge, information and learn from each other's experiences.
  - Work with AFRUCA's team of volunteer Community Champions to conduct borough wide community education programmes on child trafficking and modern slavery.

- **External Liaison and Partnerships on County Lines Child Trafficking and Criminal Exploitation**
  - Maintain close working relationships with colleagues at Manchester City Council and contribute to ongoing local authority activities to tackle County Lines trafficking and Criminal Exploitation.
  - Represent AFRUCA on relevant County Lines Trafficking and Criminal Exploitation working groups in Manchester.
  
- **Programme Administration, Evaluation and Publicity**
  - Conduct regular and ongoing monitoring and analysis of family support work to assess impact of AFRUCA's intervention on individual families.
  - Support AFRUCA at external events to highlight its work with children and families, raise the organisation's profile, work and objectives.
  - Maintain the project electronic record keeping and filing system, ensuring all case files and papers are kept confidentially and efficiently and are easily accessible to authorised staff.
  - Work closely with AFRUCA colleagues to ensure synergy with ongoing work with families and on modern slavery and human trafficking.
  - Produce monthly progress report to enable AFRUCA Board and the CEO gain up to date knowledge of all work carried out and issues arising.
  - Participate in regular AFRUCA staff meetings and professional team building sessions with others in the organisation.
  - Contribute to relevant AFRUCA activities as required.
  
- **Professional Development**
  - Hold regular review meetings with your supervisor to discuss casework and promote your professional knowledge and development.
  - Attend relevant events and training courses to improve your skills and abilities to support families successfully.

## Person specification

	Assessment stage		
	Job Application	Oral Interview and Written Exercise	Documentary Evidence
<b>Qualification:</b>			
1. Recognised Bachelor's degree or equivalent.	✓		✓
2. Right to work in the UK	✓		✓
3. DBS Enhanced Disclosure			✓
<b>Knowledge and Experience:</b>			
4. At least 3 years' experience (voluntary or paid) of community advocacy and family support and engagement.	✓	✓	✓
5. Strong knowledge of UK child trafficking issues, especially county lines child trafficking and different forms of criminal exploitation and impact on children from vulnerable families and communities.	✓	✓	
6. Good understanding of the UK education, and criminal justice systems and how they can affect children and young people from BME communities.	✓	✓	

7. A good knowledge and understanding of African and other Black cultural/religious practices that impact on children and a willingness to learn about such issues.	✓	✓	
8. A strong understanding of the key issues and challenges faced by migrant and asylum seeking children and their families in the UK.	✓	✓	
<b>Essential Skills and Abilities:</b>			
9. Identifying, prioritising and analysing county lines child trafficking and criminal exploitation risks and a willingness to learn whilst working with others.	✓	✓	
10. Excellent written skills and ability to produce good quality reports within specified deadlines.	✓	✓	
11. Willingness and ability to work with others in AFRUCA to evaluate practice and think creatively about how best to work with families.	✓	✓	
12. Ability to communicate orally with a variety of audiences, including school workers, social work colleagues, police, community members and service users.	✓	✓	
13. Accountable for own workload and arising issues, be able to work on own initiative.	✓	✓	
14. Be creative and able to cope with medium work-flow but managing several issues at once.	✓	✓	
15. Ability to adapt to work in a non-statutory, small organisational setting, in a small team environment.		✓	

16. You must be able to demonstrate your ability to work in a non-oppressive and non-discriminatory way with migrant/asylum seeking children and families	✓	✓	
<b>Desirable: Skills and Abilities</b>			
17. Ability to speak at least one African language and another European language (ie Spanish, French and Portuguese) would be a strong advantage	✓	✓	
18. Ability or willingness to use remote technology to work with families (training will be provided)	✓		
19. Travel across Manchester to work with families/agencies/communities and nationally to meet with colleagues in London office		✓	

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