Job Description

Job Title: Parenting & Girls Support Worker	**Service Area**: Integrated Youth Support Services (IYSS)	
Directorate: Children & Young Peoples Service (CYPS)	**Post Number: 10029851**	**Evaluation Number:** 2026-04
Grade: JNC 14-17	**Date last updated:** 28.07.26	

People at the heart of everything we do
We are committed to putting people – Newham residents and Council staff – at the heart of all we do. Our approach is a collaborative joint enterprise between residents, the Mayor, Members, Council staff and the Corporate Management Team.

Equality and diversity
We are committed to and champion equality and diversity in all aspects of employment with the London Borough of Newham. All employees are expected to understand and promote our Equality and Diversity policy in the course of their work.

Protecting our staff and services
Adherence to health and safety requirements and proper risk management is required from all employees in so far as is relevant to their role. All employees are expected to understand and promote good health and safety practices and manage risks appropriately.

Corporate parent
We believe that every member of staff working for Newham Council should understand and fulfil our corporate parenting responsibilities for our looked after children that we have under the Children and Social Work Act 2017.

IYSS Mission Statement and Ethos:

The IYSS Service will work within our established whole system approach in Newham which is underpinned by our:

- **6 C's:** Care, Compassion, Competence, Communication, Courage and Commitment
- Systemic Practice
- Relational Practice

- Systemic domestic abuse model
- Child Sex Abuse (CSA) approach
- Anti Racist Practice

All staff working within the IYST and Managers leading the service are expected to both understand and adopt this practice and leadership approach in Newham.

Our service has been modelled upon the successes of the Edge of Care (EOC) approach – one that:

- **Is a Visible Service** – whereby staff work from a variety of Newham officers (including Dockside), with regular anchor and in-person team days
- **Is responsive –** practitioners don't have to wait days for an answer or a service when there is a need.
- **Removes barriers to service access** – so minimal panels and referral forms, with opportunities for conversation prioritised.
- **A service that says 'YES more than no' –** whereby practitioners know they will get immediate support, rather than being presented with many hoops to jump through to access support or redirected across a long list of self-help tasks.

Overall Purpose of Job

The Parenting and Girls Support Worker will focus on delivering early interventions to vulnerable families while offering specialised, gender-specific guidance to young girls facing complex social, emotional or safety challenges.

The post holder will deliver one-to-one and group evidence-based parenting programmes to improve boundaries, routines and behaviour management.

The post holder will also support young girls to address self-esteem, sexual health, risk-taking behaviours, exploitation, or the trauma of domestic abuse.

Job Context

1. The post holder will be matrix managed by the Team Manger of TYS and the Senior Youth Worker.

2. The post holder has no line management responsibility.

3. The post holder has no budgetary responsibility.

Key Tasks and Accountabilities:

Key tasks and accountabilities are intended to be a guide to the range and level of work expected of the post holder. This is not an exhaustive list of all tasks that may fall to the post holder and employees will be expected to carry out such other reasonable duties which may be required from time to time.

To undertake all general responsibilities listed below:

1. To participate jointly in home visits and assessing family dynamics to co-produce tailored intervention plans.
2. Work closely with schools, health providers, youth justice services, Police and social workers to co-ordinate early interventions for children and young people.
3. Identify risks and follow statutory and local guidelines to protect children and young people. Supporting families through the early intervention model, using a range of tools and resources to provide the help before challenges escalate.
4. Maintain accurate records of family interventions and handle information in a confidential, unbiased manner.
5. To ensure young girls are aware of the support programmes and resources available to them and ensuring they use these provisions.
6. Work closely with parents to ensure they access parenting programmes and are aware of the range of services available to them.
7. Work closely with the Team Manager and Senior Youth Worker to identify themes and trends, and put in place activities, mentoring and training programmes to support girls and parents.
8. Use training, data and other tools to identify vulnerable families and girls, and to proactively reach in to provide support services.
9. To be an active member of the team, to work collaboratively with colleagues and external stakeholders to achieve our service plans and priorities.
10. To champion our priorities and obsession to improve the lives of girls, parents and families.

Personal Specification

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IMPORTANT INFORMATION FOR APPLICANTS

The criteria listed in this Person Specification are all essential to the job. Where the Method of Assessment is stated to be the Application Form, your application needs to demonstrate clearly and concisely how you meet each of the criteria, even if other methods of assessment are also shown. If you do not address these criteria fully, or if we do not consider that you meet them, you will not be shortlisted. Please give specific examples wherever possible

EQUALITY AND DIVERSITY

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PROTECTING OUR STAFF AND SERVICES

Adherence to Health and Safety requirements and proper risk management is required from all employees in so far as is relevant to their role. All employees are expected to understand and promote good Health and Safety practices and manage risks appropriately.

CRITERIA- Essential	**METHOD OF ASSESSMENT**
KNOWLEDGE:	
A good understanding of the issues affecting young people and the range of services available to them, particularly in the region of exploitation and extra-familial harm.	Application and Interview
An understanding of local authority safeguarding principles and programme/resources available to support vulnerable young girls and families.	Application and Interview
	Application and Interview

Knowledge of Equal opportunities and anti-discriminatory practice and the capability to apply it to work with young people and communities.	
EDUCATION/QUALIFICATIONS NVQ Level 3 or 4 in childcare, youth work or other significant experience working with girls and vulnerable families. Evidence of continuous professional development	 Application Application
SKILLS AND ABILITIES: Strong communication skills, verbal and written Ability to assess young people's needs and plan, monitor and evaluate programmes to meet those needs. Evidence of the ability to take responsibility for project planning and process management within a relevant area of work. The ability to prioritise workload effectively and undertake risk assessments as appropriate and the skills to undertake a leading role in relation to local service delivery. Ability to work a flexible schedule underpinned by the needs of children and families in Newham. **EXPERIENCE:** Relevant evidenced experience of engaging young people from a wide range of backgrounds, including those at risk of exploitation and violence, particularly girls. Relevant experience of delivering 1-2-1 mentoring or group sessions focussed on girls social, emotional and educational development. Evidence of working with partners, such as Parents & Carers, Faith, Community and Voluntary Groups and other services to deliver integrated services to young people.	 Application and Interview Application and Interview Application and Interview Application and Interview Application and Interview Application and Interview Application and Interview Application and Interview

Evidence of commitment to diversity issues within service delivery	Application and Interview
Experience of delivering targeted programmes addressing issues like relationships, self-esteem, sexual health and exploitation.	Application and Interview
PERSONAL STYLE AND BEHAVIOUR:	
Demonstrates commitment to the public service and its partnership arrangements.	Application Form/Interview
Demonstrates sensitivity to the needs of a very diverse community and ideas of how best to meet those needs.	Application Form/Interview
Demonstrable commitment to anti oppressive practice.	Application Form/Interview
Displays a high degree of integrity.	Application Form/Interview
Shows resilience and toughness under pressure.	Application Form/Interview
Shows energy, creativity, determination and a high drive for achievement.	Application Form/Interview
Shows sensitivity towards the needs of others.	Application Form/Interview
OTHER SPECIAL REQUIREMENTS: Enhanced DBS	Satisfactory clearance at conditional offer stage