



Job Title: Children & Young People's Authentic Voice Coordinator

Origins of Authentic Voice

We believe that survivors must be at the heart of any response to end domestic abuse. Our Authentic Voice commitment includes involving survivors and experts with lived experience in all we do. We work closely with SafeLives Pioneers, who have turned their experience of domestic abuse into experts and influence and who are committed to using their voices to represent others and strive for change for all. We provide a platform for their authentic, independent voice, we share the same vision and live SafeLives values. Together we reach out to survivors nationally and to those perpetrating abuse to consult about their experience to build a wide and diverse voice. We will grow our organisational Authentic Voice and create a safe environment that values our lived experience.

By listening and responding to views that are different to our own, professionals and survivors can critically assess and address challenges together. We support survivors' to tell their truth and speak with an unmediated voice.

Role summary

SafeLives has received a grant from the National Lottery Community Fund to work in partnership with three Local Authorities, Bolton, Leicestershire and Sheffield to deliver a sustainable model for embedding child and adult survivors' voices in the design and delivery of policies and services that meet their needs. The project is funded for three years from January 2024-December 2027.

You will be part of a wider project team in the local area consisting of a SafeLives Practice Consultant and a SafeLives AVC plus local adult AVC. There are three geographical areas participating in this project: Bolton; Sheffield & Leicestershire.

The Children & Young People's (CYP) AVC will place the voice of children and young people at the heart of this project. You will work within the local area to enable CYP to represent and create change for the operational and strategic response to children and young people experiencing domestic abuse by creating a platform for their authentic and independent voice.

You will work as part of a wider project team with the aim of delivering a sustainable model for embedding child and adult survivors' voices. This model will involve creating spaces, opportunities and networks for CYP survivors of domestic abuse from across the local area to share their lived experience in a variety of age appropriate ways such as surveys, focus groups, forums and panels; and enable survivors to co-create the design, development and delivery of local policies and services intended to meet their needs. The model will be inclusive and equitable, ensuring CYP from marginalised and seldom heard from communities can be active and have equal influence.



Your role will also work closely with the Local Authority with the aim of ensuring survivor voice is embedded within the wider systems.

Key duties and responsibilities

You will lead the approach to CYP Authentic Voice within this project using the SafeLives AV toolkit and principles ensuring the widest networks are engaged and participation mechanisms established to ensure we are listening to a diverse range of young voices.

As an active member of the project, you will work across a range of organisations, statutory and non-statutory and in partnership with a wide range of organisations to develop creative ways to reach out to young survivors. This includes those who are vulnerable, marginalized or have not yet found their voice, ensuring all who want to have their voice heard have opportunity. You will identify and help address the barriers that prevent children and young people from being able to share their voice or access platforms which affect change. You will also provide individualised support according to the needs of the CYP to enable engagement in this project.

Person specification

Personal Attributes

- Commitment to equality, diversity and inclusion
- Hold values that inspire a child and youth-led approach
- Ensure a culture of working together creatively and collaboratively
- Compassionate, empathetic and boundaried
- Inspires trust and confidence, skilled in teamwork and developing self and others
- Resilient, self-motivated, and self-reflective, with the ability to make effective use of support and supervision
- Flexible and agile in the face of evolving circumstances

Knowledge and Experience

- Direct work with children and young people who have experienced domestic abuse.
- Developing lived experience of child and youth voice work within the domestic abuse sector and / or other related sectors
- Experience or understanding of working with diverse communities
- A demonstrable commitment to improving responses to domestic abuse across all agencies working in the sector
- Experience of working with volunteers and / or groups and a good working understanding of group dynamics
- In-depth knowledge of safe, ethical and trauma-informed approaches to engaging with survivors of domestic abuse.
- Providing child and young person-centered support on a one-to-one basis and within safe spaces and facilitating meetings.

- Good working knowledge of the VAWG sector including that of the local area that you are based in.
- Developing and maintaining effective relationships with a wide range of stakeholders at local and national level.
- Using a range of communication tools and personal approaches to influence practice and policy e.g. producing excellent written resources, conveying authentic voice, data and information through meetings, workshops and seminars (face-to-face and online).
- Involvement in working within a multi-agency context and/or safeguarding responses would be an advantage.
- A sound understanding of the gendered analysis of domestic abuse and the way domestic abuse impacts different communities, in particular those who are marginalised.

Skills

- Adaptable to the needs, wishes and input of children and young people, recognizing that some may need more support than others.
- Excellent communication skills using a range of channels tailored to communicating with CYP in the way that is accessible and relatable to them.
- Strong facilitation skills, with the ability to lead and resolve challenging or difficult conversations.
- Excellent networking and relationship management skills, including the ability to develop effective relationships with survivors senior stakeholders, practitioners.
- Ability and willingness to work independently, including able to travel independently across the local area and occasionally to other areas engaged in this project,
- Able to manage own time and prioritise workload effectively.
- Able to deliver and provide advice/information that motivates end users to implement and deliver change.
- Project management, including reporting on key operational and budget oversight.
- Attention to detail when managing practical elements of group working such as coordinating public transport for a large group or timely payment of vouchers.
- Able to use relevant technology, including digital tools for communication with a geographically dispersed team and sector.

Key Competencies

Delivering quality

- Achieves objectives when delivering work to a high standard, on budget and on time.
- Takes responsibility for own workload, acts on own initiative, seeks feedback from others, evaluates own performance and then acts upon it
- Tries out new ideas and ways of working and identifies and shares learning

Relationship management and communication

- Builds and maintains good relationships with a range of internal and external stakeholders



- Speaks and writes clearly and effectively and in a timely manner to both professional audiences and young people
- Tailors communication to suit the audience

Teamwork and collaboration

- Works effectively as part of a team to deliver shared objectives
- Supports colleagues, including survivor colleagues in demanding situations, recognises the importance of well-being in self and others, accepts help and support from other team members
- Listens to the views of others

Influence

- Inspires confidence and trust in others – demonstrating high standards of integrity, honesty and fairness
- Is committed to empowering others to be the best that they can and actively engages the knowledge, ideas and contributions of others
- Is visible and approachable, taking time to talk to colleagues and support with queries

Goal orientation

- Demonstrates an understanding of how their own role contributes to achieving organisational and programme goals
- Is responsive to change which helps achieve goals
- Manages own and others performance to ensure timely deliverables to the required standard and clear accountability
- Pursues tasks/goals with energy, drive and need for completion

Equality and Inclusion

We have a commitment to providing equal opportunities for all, irrespective of age, disability, race, sex, religion/belief, sexuality, gender identity, marital/civil partnership, pregnancy/maternity and working patterns. We believe it is an asset to have staff representing all the communities we serve and particularly welcome applicants who are from under-represented and seldom seen backgrounds. We have a range of organisational policies which are designed to increase accessibility and enable flexible working.

Lived Experience

We believe there is no 'them and us' in domestic abuse and recognise that applicants may have direct or indirect experience of their own, whether disclosed or not. We are committed to placing lived experience at the heart of all we do, and colleagues who chose to share their personal expertise can do so openly and with organisational support. If there is any discussion during the recruitment process regarding a candidate's personal experience of domestic abuse, it will be treated confidentially and will not be shared outside of the interview panel/Human Resources.