

RECRUITMENT PACK

Children & Young People's Practitioner



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Welcome

Welcome to The Wish Centre!

As the CEO of The Wish Centre, I am delighted to extend a warm welcome to all candidates interested in joining our team as a Children & Young People's Practitioner.

At The Wish Centre, we are dedicated to making a positive impact on the lives of individuals and communities. Our mission is to empower people to fulfill their potential, achieve their goals, and build brighter futures. As a leading nonprofit organisation, we work tirelessly to provide support, resources, and opportunities to those in need.

As a Children & Young People's Practitioner, you will play a crucial role in driving the success of our programs, ensuring they are effectively designed, implemented, and evaluated. You will have the opportunity to lead a talented team, collaborate with community partners, and make a real difference in the lives of others.

We are looking for someone who is passionate, innovative, and committed to our mission. If you are dedicated to making a difference and have the skills and experience to lead impactful programs, we invite you to join us in our journey of creating positive change.

If you need help with any aspect of the process, please contact us by emailing: recruitment@thewishcentre.org.

I look forward to welcoming a dedicated and talented Children & Young People's Practitioner to The Wish Centre family.

Best regards,

Shigufta Khan
CEO, The Wish Centre



Our Values

At The Wish Centre, our values shape who we are, how we work and the people we recruit.

Our Vision

A world free from domestic abuse.

Our Mission

To raise awareness, educate communities and empower individuals to live free from domestic abuse through support, safe accommodation, behaviour change programmes and training. We are a values-led organisation and look for people who consistently demonstrate our values in their behaviour, decisions and relationships.

Our Values: H.E.R.E

Holistic

We work with the whole person and family, recognising the lasting impact of domestic abuse. This means working with compassion, using trauma-informed approaches, collaborating with others and supporting wellbeing.

Education

We believe education creates change. This means being open to learning, challenging stigma and sharing knowledge to improve practice.

Respect

Respect underpins everything we do. This means being inclusive and non-judgemental, valuing lived experience and communicating ethically.

Empower

We support people to make informed choices and regain control. This means working alongside people, focusing on strengths and encouraging independence.

What This Means for You

Working at The Wish Centre is challenging and rewarding. We are looking for compassionate, reflective people who are committed to our H.E.R.E values. If this sounds like you, we would welcome your application.

Job Advertisement

Children & Young People's Practitioner - The Wish Centre
£26,798.31 pro rata per annum

Location: Hybrid; Wish Centre, Business Development Centre, Eanam What, Blackburn/home

Hours of Work: Full Time, 36.25 hour per week

Contract: Fixed Term Maternity Cover to 30th June 2027

Reports to: Programmes Manager

About Us

The Wish Centre has been delivering quality services to victims in the Blackburn & Darwen area for over 30 years. We provide specialist services to residents of the borough and support victims and their families to live lives free from abuse. Our programmes work is also delivered across Lancashire and Blackpool

About You

Are you passionate about making a positive impact on the lives of those affected by domestic abuse? The Wish Centre is seeking a dedicated and dynamic individual to join our team as a Young People's Practitioner.

As a Young People's Practitioner, you will play a vital role in transforming the lives of young people affected by domestic abuse. Your responsibilities will include delivering impactful group and 1:1 programs, engaging with young people through a trauma-informed approach, and collaborating with various agencies to ensure comprehensive support. You will proactively assess and manage risks, advocate for services, and help young people build confidence and emotional well-being. By maintaining accurate records and producing insightful reports, you will contribute to the continuous improvement of our services. Join us to make a meaningful difference in the lives of young people, fostering their safety, resilience, and growth

Closing Date: 6th May 2026

To read more about the specific duties of the role, please see the full Job Description on the next page!

Job Description

Who Are We?

We support victims of domestic abuse and are unique in delivering our perpetrator education support programme. For 35 years we have been at the forefront of developing and delivering specialist services to individuals and families. Our services include a helpline, advice and IDVA service, refuge accommodation, counselling programmes for victims, schools-based programmes; behaviour change programmes, counselling services, access to free legal support, volunteering opportunities and peer support groups. We are looking for someone who can embrace and extend our support through enthusiasm, passion and drive.

Creating Safe, Inclusive Opportunities for All

At The Wish Centre, we are proud to be a Trauma-Informed Organisation, which means we approach every aspect of our work—including recruitment—with an understanding of the impact of trauma and a commitment to creating safe, supportive, and empowering environments. This approach shapes how we engage with applicants, ensuring sensitivity, respect, and fairness throughout the process.

Our values of H.E.R.E—Holistic, Educate, Respect, Empower—guide everything we do. We strive to recruit individuals who share these values and are passionate about supporting the communities we serve.

We are committed to equality, diversity, and inclusion and welcome applications from people of all backgrounds. We particularly value lived experience, and encourage individuals with personal or indirect experience of domestic abuse to join us as trustees, staff, or volunteers. If you choose to share this information during recruitment, it will be treated with the utmost confidentiality and only disclosed to the interview panel or HR as necessary.

Job Purpose:

To support, protect and promote the rights of children and young people who have witnessed or been subject to domestic abuse. To empower and enable young people to have a voice by providing information, advice, support and advocacy.

To deliver group programmes and individual 1:1 work with young people in community venues and in educational settings. This role will require evening work as well as traveling across Blackburn and Darwen Lancashire.

Key responsibilities include:

- Deliver group and 1:1 programs to children and young people.
- Liaise with appropriate services and act as a point of contact.
- Provide assertive engagement using a trauma-informed approach, including assessing Adverse Childhood Experiences.
- Work in partnership with other agencies and professionals.
- Make proactive contact with young people within service procedures' timescales.
- Listen to young people to identify their concerns.
- Risk-assess and respond to the needs of young people living with perpetrators, ensuring safety plans are in place.
- Ensure young people receive the services to which they are entitled.
- Provide or facilitate advocacy for young people seeking help from other agencies.
- Help young people develop their own support network.
- Support young people on a 1-1 or group basis to develop confidence, emotional well-being, and understand domestic abuse dynamics.
- Keep relevant agencies informed about important changes in young people's situations, especially regarding safeguarding.
- Work closely with schools, children's social care, and IDVA services.
- Manage own caseload by maintaining accurate records, monitoring outcomes, and proactively supporting service provision.
- Produce regular reports highlighting work areas, case studies, concerns, and outcomes.
- Plan and deliver training and awareness sessions to multi-agency teams with colleagues.
- Understand the legal framework for child protection, including CSAP policies and procedures.
- Attend domestic abuse and multi-agency meetings, providing feedback to team members and the service manager.
- Participate in regular training opportunities.
- Uphold best safeguarding practices for children and adults at risk.
- Work as part of a team, providing cover for colleagues when necessary.
- Support established risk assessment frameworks in assessing and managing risk.

Person Specification

Essential Criteria

Qualifications and Experience

- A relevant qualification in domestic abuse, childcare or social care or equivalent experience.
- Experience working with children and young people, particularly in a domestic abuse context.
- Proven experience in delivering group and 1:1 programs.

Knowledge

- Strong understanding of trauma-informed approaches and Adverse Childhood Experiences (ACEs).
- Knowledge of child protection and safeguarding legislation, policies, and procedures.
- Familiarity with the dynamics of domestic abuse and its impact on young people.

Skills and Abilities:

- Excellent communication and listening skills.
- Ability to engage assertively and empathetically with young people.
- Strong risk assessment and management skills.
- Ability to work effectively in partnership with a range of agencies and professionals.
- Proficient in managing a caseload and maintaining accurate records.
- Competent in producing comprehensive reports and documentation.
- Training and presentation skills for delivering awareness sessions.
- Proficiency in using IT systems, word processing, and communication tools.

Personal Attributes:

- Highly organized and proactive.
- Strong commitment to safeguarding and promoting the welfare of children and young people.
- Ability to work independently and as part of a team.
- Flexible and adaptable approach to work.
- Resilient and able to manage stressful situations effectively.
- Be compassionate and empathetic with your client's situation.

Desirable Criteria

Qualifications and Experience:

- Experience in providing advocacy for young people.
- Previous experience working with Independent Domestic Violence Advisers (IDVAs) and multi-agency teams.

Knowledge:

- Awareness of the local services available for children and young people affected by domestic abuse.
- Understanding of the CSAP policies and procedures.

Skills and Abilities:

- Experience in developing and facilitating support networks for young people.
- Strong networking and relationship-building skills.

Personal Attributes:

- Innovative and creative in approach to problem-solving.

Additional Requirements:

How to Apply

To apply, please complete our online application via the following link

[Application for Young People's Practitioner](#)

The closing date for the position is 6th May 2026

This post is subject to a Disclosure and Barring Service check at an Enhanced level.

The Wish Centre is committed to promoting equality, diversity, and inclusion in all aspects of our work. We welcome applications from individuals of all backgrounds and identities.

Should you require the application in an alternative format than the link above, please email recruitment@thewishcentre.org

Staff Reward & Recognition

At The Wish Centre, we value our people and recognise the important and often challenging work they do. Our Reward & Recognition offer has been designed to be flexible, fair, and to place staff wellbeing at the forefront, ensuring support reflects individual needs.

Westfield Health - Wellbeing and Savings:

- Westfield Health Cash Plan helps cover everyday healthcare costs, including dental, optical and therapies, with cash back up to set limits
- 24/7 GP access and a confidential Advice & Information Line for medical, legal and financial wellbeing support
- Dependent children covered on key benefits at no extra cost
- Westfield Rewards gives access to discounts, cashback and vouchers with hundreds of high-street and online retailers
- Savings available on shopping, groceries, lifestyle and leisure purchases
- Easy access via an online portal and mobile app

All staff have access to Westfield Health from day 1, our online reward, recognition and wellbeing app.

Flexible Wellbeing Choice

Alongside Westfield Health, each staff member can choose one additional wellbeing benefit each year, following their probationary period, allowing them to select what best supports their wellbeing.

Options include:

- An extra Wellbeing Day
- A mental wellbeing app subscription
- A wellbeing allowance for approved wellbeing activities or products
- A wellbeing hamper

A Supportive, Values-Led Culture

Our Reward & Recognition approach reflects our commitment to staff wellbeing, flexibility and recognition. By investing in our people, we aim to ensure everyone feels valued, supported and empowered to do their best work.