



## Job Description: Pause Bristol Practice Lead

### 18-Month Fixed Term Contract

**Job Title:** Pause Bristol Practice Lead  
**Reporting to:** One25 Chief Executive Officer

#### The Pause Programme

Pause works with women who have experienced – or are at risk of – repeated pregnancies that result in children needing to be removed from their care. The programme gives women the chance to pause and take control over their lives, breaking a destructive cycle that causes both them and their children deep trauma, as well as reducing huge costs to society and the taxpayer.

One25 have secured funding to host an 18-month pilot programme in Bristol through a team of five staff.

#### Job Description

##### The role:

The Pause Bristol Practice Lead will be responsible for managing the Pause Bristol pilot and will be a member of the One25 Senior Management Team (SMT).

Pause Bristol is part of a national Pause programme, so the Practice Lead is key to ensuring fidelity and integrity to the model, instilling a continuous learning culture in both the Practice itself and wider system locally, feeding into national Pause work. They will be a key part of strategic networks and advocate for the programme at a strategic level. They will typically have significant experience in both operational and project management, with an ability to manage complex data and demonstrate impact. Additionally, they should have experience of evidence informed approaches.

As the Practice Manager, they will coach and lead the Pause team, offering structure and support that enables the Pause Practitioners to focus on their interaction with the women and their system, ensuring outcomes are achieved. They are able to provide high levels of supervision and leadership to team members from a variety of disciplines.

As a member of One25's senior management team the post-holder will work closely with the Chief Executive Officer and other senior managers, to implement the strategic plans and overall management of One25.

#### Leadership of Pause Bristol Programme responsibilities:

- Effectively manage, lead and coach the Pause Bristol Practice to achieve positive outcomes for women - setting vision, targets and priorities.
- Work with the Pause National Practice Lead, to ensure fidelity and integrity to the model through delivery of the Pause Framework elements, for example, assertive outreach with women and ensuring Long Acting Reversible Contraception is in place.
- Ensure effective pathways are established and maintained with key agencies and strategic partners, e.g. Sexual health, housing, domestic violence and mental health.
- Ensure an evidence base is applied to practice through assessment of a woman's needs, case formulation, intervention delivery and review.
- Ensure outcomes are achieved and monitored through the Pause Programme Performance Management system and that real-time data is used to improve practice and reported to relevant funders.
- Chair and report to the Pause Bristol Operational Board and any other relevant funders.
- Manage expenditure of the Pause Practice and ensure any financial spend on women is aligned with their goals as set out in the care plan.
- Ensure the effective management of all statutory requirements related to Pause Bristol at all times, including safeguarding of vulnerable children and adults, and health and safety of staff.
- Effectively represent Pause to external stakeholders at public events.
- Embed continuous learning ethos within the Pause Bristol Practice.

#### General Pause Bristol Programme responsibilities:

- Promote and safeguard the welfare of children, young people and vulnerable adults that you are responsible for or come into contact with through practice.
- Maintain an up-to-date working knowledge of legislation, statutory frameworks and codes of practice, including DfE Working Together, the Children Act 2004 and local Child Protection Procedures, and appropriate adult safeguarding legislation.
- Ensure compliance with statutory requirements and local protocols including for example the Data Protection Act and Health and Safety at Work requirements.
- Work within a flexible framework in order to meet the demands of the programme

outside of usual office hours and travel as required.

- Carry out duties in line with organisational policy on Equality and Diversity and be sensitive and caring to the needs of others, promoting a positive approach to a harmonious working environment.

NB: Everyone is expected to adhere to Diversity & Equality and Health and Safety Policies.

### One25 Senior Management Team responsibilities

The Pause Practice Lead will be part of the senior management structure of the host organisation, One25. As such they will;

- Contribute to the One25 senior management team in relation to Pause, including contributing to strategic planning and business development linked to Pause's role in One25;
- Work with other senior managers to ensure One25 policies, procedures, guidelines and monitoring systems complement the Pause framework and are understood and implemented by all staff, volunteers and women on the Pause programme as appropriate;
- Comply with One25's policies, procedures, management and monitoring systems; and
- Take on tasks for the CEO as appropriate where they relate to Pause.

### Other Responsibilities

- To attend regular support and supervision and agreed training.
- To represent One25 appropriately and effectively at all times.
- To work within One25's policies, procedures and code of conduct.
- To support and participate in out of hours events e.g. fundraising and publicity events, speaking engagements and volunteer training etc.
- To incorporate the values and strategic aims of One25 into their work and behaviours.
- Undertake any other tasks that may be requested in relation to Pause commensurate with the nature and level of the post and as may be required by the CEO
- To respect and work within One25's Christian Ethos. One25 welcomes staff, volunteers, trustees, supporters and service users from all faiths and denominations and those who are agnostic or atheist.

## Person Specification

### Qualifications:

- Relevant professional qualification e.g. nursing, social work, mental health or equivalent.

- Professional registration (if appropriate).
- Evidence of continuing professional development.
- A satisfactory Disclosure and Barring check (DBS) enhanced level.

#### Experience and knowledge:

- Experience of leading a practice team on a day-to-day basis.
- Experience of providing case management and supervision to a team working with clients with complex needs.
- Experience of working with families/ individuals who present with a range of complex needs (mental health challenges, drug and alcohol misuse, domestic violence) and demonstrate ability to create rapport and build effective relationships.
- Experience of operational and project management.
- Knowledge and understanding of a range of evidence-based approaches including systemic practice, social learning theory, attachment and loss, trauma, relationship and strength based interventions.
- Knowledge of adult safeguarding, childcare legislation, local Child Protection Procedures, and an understanding of child development, parenting capacity and risk and protective factors.

#### Skills:

- Able to provide leadership, support and challenge to the team.
- Able to summarise, analyse and evaluate complex assessment information and use this to support staff to formulate and implement effective interventions.
- Able to influence and inspire across professional disciplines using evidence and practice to improve outcomes for Pause women at a national level.
- Able to challenge, negotiate, advocate and collaborate.
- A high level of consultative, interpersonal, communication and negotiation skills including the ability to deal with complex issues in a sensitive and appropriate manner.
- Able to write clear and concise reports.
- Able to reflect on your own and your team's practice and identify and implement continuing opportunities for development.
- The necessary spreadsheet and computer literacy skills to produce, manipulate and analyse data using a variety of formats.