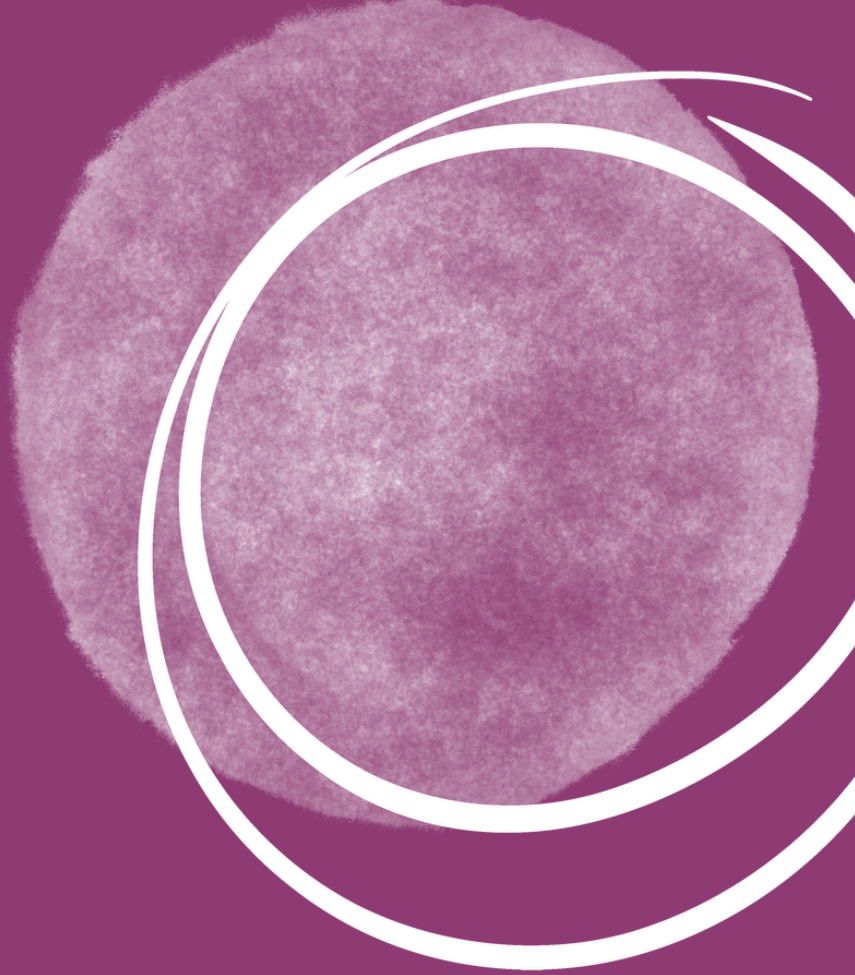




Bluestar Project: Senior Practice Advisor Recruitment Pack



Bluestar Senior Practice Advisor

Employment details

Post:	Bluestar Senior Practice Advisor
Team:	Systems Change
Responsible for:	Delivery of a systems-change programme designed to improve access to health, education, and justice for children affected by child sexual abuse across England
Contracted days:	2 or 4 days a week
Day rate:	£550/day
Working Days:	2 days a week for one region, or 4 days a week covering two regions
Location:	Virtual and onsite
Contract:	Associate contract, 6 months from November 2026, with the possibility of extending for a further 12 months

Why the Bluestar Project

The Bluestar Project is the UK's best practice response to improving access to pre-trial support. Pre-trial therapy is any therapy or support provided to survivors of trauma who report to the police while their case is under investigation. We have been funded by the Home Office, Ministry of Justice and NHS England to conduct research, develop practice resources, training, accreditation and national conversations across sectors. Our seminal research "Keeping Secrets" (2022) demonstrated that children who had experienced sexual abuse were being turned away from therapy and support spaces when they were pre-trial for fear of damaging the criminal case. We found a lack of confidence in responding to child sexual abuse and inconsistencies in pre-trial care across the system of agencies working with families (social care, education, advocacy, police, mental health). Since then, we have worked with criminal justice agencies (Crown Prosecution Service (CPS), National Police Chiefs' Council (NPCC), Ministry of Justice), voluntary specialists, statutory/healthcare services and key government stakeholders to develop policies that ensure systems change and provision of effective pre-trial support across the country.

Our mission is to ensure that every person who has experienced trauma has access to support and justice. Since April 2023, we have trained over 3,000 practitioners

which equates to 100,000 survivors being able to access pre-trial support every year. Through training and our resources, we have grown confidence across services nationally, encouraging them to open their services pre-trial.

Young survivors' voices sit at the heart of everything we do. Survivors have co-produced our existing research programmes; resources and our Associate Team of trainers includes members with lived experience. The Bluestar Project founded the VOICE Project at the Green House, a leadership and changemaking programme that supports young survivors of sexual abuse into creative systems-change work through activism. You can find our research and existing resources at www.bluestarproject.co.uk.

Purpose of the job

Children and young people affected by child sexual abuse (CSA) deserve a joined-up, trauma-informed response from every agency around them. Too often, services work in parallel rather than together, and children and families experience the consequences of that.

Bluestar's systems change programmes work with local areas across England and Wales to strengthen the multi-agency response to CSA, across health, social care, education, police, the voluntary sector and commissioning. In our systems programmes we deliver:

- service mapping and needs assessment;
- workforce development, including pre-trial therapy training and multi-agency learning;
- multi-agency case management;
- cross-agency reflective practice;
- lived experience leadership;
- commissioning support.

Our programmes leave areas with an accessible CSA pathway and a system ready for Child House, or for continued development of other systems change models.

This role will build system readiness across a region: mapping services and need, developing a shared understanding of best practice models, building joined-up commissioning, and embedding lived experience in co-design.

From November 2026, the flexible support available to sites will include:

- Building on existing work to identify service gaps, demand and barriers to access, and to create a shared understanding of local need and provision.
- Supporting the development of the infrastructure for lived experience participation, ensuring that young survivor voices contribute to co-design at local level for business cases and drive meaningful, long-term change.
- Developing a deeper understanding of best practice models, including the Barnahus standards, and facilitating a shared vision, including multi-agency case management, child-friendly justice approaches and coordinated pathways into therapeutic support.
- Supporting the establishment of collaborative commissioning structures and local governance.
- Introducing sites to best practice systems models, identifying or working with local provider or alliance models, and supporting the development of a business case.

This is a development role. You will work alongside our central team to develop the tools and resources for a longer-term programme beginning next financial year. There is also an opportunity to be involved in the wider work of Bluestar, leading the delivery of Bluestar training days with Bluestar Associates for Child and Adolescent Mental Health Services (CAMHS), the voluntary and community sector, police, and multi-agency refresher days.

About the central team

You will be supported by Bluestar's central team:

Emma Harewood, Director, co-founded The Lighthouse, the UK's first Barnahus, and author of *Journey to the Lighthouse*. She advises the Barnahus Network and the Council of Europe internationally.

Dr Gemma Halliwell, Director, is a researcher and survivor-leader. As the previous Chief Executive of The Green House, she built an award-winning specialist service for children and young people.

Candice Harris, National Lived Experience Lead, was the first Lived Experience Consultant at The Lighthouse. She is the author of *Indescribable* and co-founder of the Quilt Model.

You will work closely with us, and we provide guidance, oversight and a route to escalate anything that can't be resolved locally.

Duties and responsibilities

1. Act as the main point of contact for your region under this contract, building and maintaining relationships with commissioners and partners.
2. Work with the Bluestar Directors to design and deliver the desktop and in person mapping of services and referral pathways in the region including referral criteria, barriers to accessing services, waiting lists, service offer and geographical cover; including multi-disciplinary interagency (MDIA) and partnership working. This includes stakeholder interviews, local data and the Through the Eyes of the Child exercise.
3. Work with the Bluestar National Lived Experience Lead to support development and co-production of best practice services in the region.
4. Work with the Bluestar National Lived Experience Lead to develop relationships with regional partners to enable effective change-making for young people and parents/carers, including identifying existing participation forums and opportunities to hear from children, young people and families.
5. Support the Bluestar Directors and National Lived Experience Lead to design and deliver Learning Events and Workshops across the region, including facilitating consensus-building between partners.
6. Support the Bluestar Directors and National Lived Experience Lead to triangulate the needs assessment, including a self-assessment against international best practice models such as the Barnahus standards.
7. Lead on the delivery of the Needs Assessment Report including mapping of services, referral pathways, funding and demand/capacity mapping, and present findings to regional partners.
8. Establish governance structures for systems change in the region, including joining existing local governance and helping partners identify decision makers.
9. Coach and mentor local leads to drive progress and decision-making in their region.
10. Support justice partners (police, the Crown Prosecution Service and the judiciary) to come together and agree a shared ambition for child-friendly justice.
11. Support commissioners and partners to explore partnership and commissioning models, and to develop or review business cases and action plans.
12. Work alongside the central team to develop and test tools, resources and the programme manual for a longer-term programme.
13. Ensure that delivery is timely and in-line with the project plan for the Bluestar Systems Change Project, including attendance at weekly team meetings, and contributing to the annual revision of associated

documentation e.g., manuals, session plans led by the Bluestar Directors and National Lived Experience Lead. Identify risks and blockers early and escalate them to the central team.

14. Assess risk and report safeguarding concerns in line with Bluestar Policies, maintain up-to-date safeguarding training, and stay informed on relevant legislation about child sexual abuse and procedures.
15. Maintain accurate, confidential records of all interviews, training events and meetings; ensuring timely documentation on the Bluestar Shared Drive. Handle sensitive information about stakeholders and sites in line with agreed information-sharing principles.
16. Support wider Bluestar service development, participate in supervision and training, adhere to Bluestar policies, and contribute to team communication and operational improvements.

Person Specification

Bluestar Senior Practice Advisor

Criteria <i>E = Essential</i> <i>D = Desirable</i>	E/D
Knowledge and understanding	
Professional background in a relevant field, for example police, CAMHS, social work, advocacy or health, with specialist knowledge of working with children, young people and families affected by sexual abuse.	E
Degree or more than five years equivalent experience in sexual violence sector.	E
Knowledge and experience of system change or change management.	E
Knowledge and experience of needs assessments, data analysis and evaluation.	E
Knowledge of trauma-informed and strengths-based approaches to supporting children, young people, and families after sexual abuse, including Barnahus model, Sexual Assault Referral Centres (SARCs) and CSA specialist services.	E
Knowledge of the roles and responsibilities of statutory and voluntary services and experience of liaising with a variety of professionals.	E
Understanding of the criminal justice process and pre-trial support.	E
Understanding of commissioning, partnership or alliance models.	D
Knowledge and experience of direct work with young people and families with who have experienced sexual abuse and/or complexity of trauma symptomology.	D
Knowledge and experience of working with young people and their families around mental health, risk and safety planning.	D
Knowledge of co-production, co-creation, participation and the principles of peer support	D
Knowledge of current safeguarding legislation for children and young people and vulnerable adults.	E

Knowledge of information and communications technology (ICT), including Internet, Microsoft Office Excel and Word, online meeting platforms and AI-assisted tools.	E
Skills and abilities	
Skills in building trusting relationships that can positively impact commissioners, funders and multi-agency partners to make a change, and to build consensus between partners with different levels of responsibility and seniority.	E
Ability to manage different workstreams in multiple regions at the same time.	E
Confidence to build and lead programmes at pace.	E
Confidence to develop and test new tools and resources alongside the central team.	E
Facilitation skills, including handling difficult conversations and conflicting interests between partners.	E
Ability to amplify the voices of young people who have experienced sexual abuse and their parent/carers.	E
Ability to undertake the work within an anti-discriminatory and empowerment framework.	E
Ability to give accurate information and practical support to stakeholders.	E
Ability to self-regulate at the same time as supporting others within a focus group, steering group or workshop to manage traumatic content and experiences.	E
Ability to write clear and accurate reports and use regular IT packages.	E
The ability to reflect on own practice; undertake training advice and constructive feedback and willingness to attend clinical supervision.	E
Ability to work within boundaries to respond to stakeholders and colleagues in a positive, enabling and personable manner.	E
Excellent organisational skills.	E
Initiative, flexibility, and the ability to work without direct supervision as well as part of a team.	E
Demonstrated aptitude to effectively work with people with a broad range of differences including their ethnic, cultural, and social backgrounds, their gender, age, religious belief, disability, and sexual orientation.	E
Ability to maintain attention to detail whilst multi-tasking.	E

Experience	
Minimum of 2 years' recent experience in a similar systems change, improvement or evaluation role.	E
Experience of multi-disciplinary working and building positive working relationships with multi-agency professionals and external agencies, in particular CAMHS, police and social services.	E
Co-ordination of a programme with multiple workstreams.	E
Experience of working with safeguarding and risk issues with children and young people.	E
Experience of consultation and collaboration with stakeholders.	E
Experience of working in culturally diverse communities.	E
Awareness of the needs of children, young people and families who are neuro-diverse or have specific learning needs.	D
Experience of working in a trauma-informed manner.	E
Working within an organisation that deals with sensitive and confidential information.	E
Experience of using data base systems for recording information.	E
Enhanced Disclosure and Barring Service (DBS) check, and ability to travel for on-site visits.	E

How to apply

Please submit your CV and a supporting statement to info@bluestarproject.co.uk. The closing date for all applications is **Friday 23 October 11:59pm**.

We appreciate that some candidates may find other means of communicating their skills and experience more suitable to them. Your supporting statement can be submitted in one of the following formats:

- A cover letter no more than 2 pages long
- 5-minute-long video (either sent as an mp4 attachment alongside your CV or a link to an unlisted YouTube video)

Your supporting statement in one of the above formats should include an answer to the following question: **What is your experience of system change, your subject matter knowledge relevant to this project (including Child House and Barnahus models) and your experience of using data and co-design with service users/survivors to enable change.**

There is an optional Equal Opportunities Form included for our internal diversity in recruitment monitoring, which will be sent following receipt of your application. The form will not be seen by those involved in the recruitment process. Although not mandatory, this monitoring allows us to align recruitment with our overall HR strategy, and continuously improve on how we attract, recruit, and retain a diverse range of candidates.

If you have any questions, please email info@bluestarproject.co.uk and we will be glad to help.

Equality, Equity, Diversity, and Inclusion

Bluestar Pre-trial Support CIC is committed 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 want to have staff that appropriately represents all the communities we serve as an organisation. Therefore, we are particularly keen to hear from candidates living with a disability, and those from the global majority.