



Job purpose and person specification

Job Title: Young Peoples Worker

Service: People Services

Grade: SC6-SO1

Reports to: Targeted Support Assistant Manager

Job Purpose:

- To provide targeted individual and group interventions with young people to enable their needs to be met where community-based support is insufficient to improve outcomes including reducing risk and building resilience.
- To work in partnership with the young person and their families to strengthen their capacity to manage difficulties, meet needs and manage risk, and enable young people and families to effectively utilise available support within their family and community networks.
- To support vulnerable young people to access and remain in learning Post-16

Principal Accountabilities:

Assessment, Planning and Review

- Engaging with young people and their families to develop holistic assessments of strengths and needs, including the development of a shared understanding with young people and families of the above.
- Use specialist assessment and screening tools to inform holistic assessments around specific issues and needs (for example Child Criminal and Sexual Exploitation, Neglect, Domestic Abuse).
- To use contextual safeguarding approaches to reduce risks around Antisocial Behaviour and Child Exploitation.
- Develop Family Plans in partnership with the young person and their family that addresses the needs identified in the assessment, and that engage the young person and their family in the process of change.
- Ensure the Family Plans reflect and utilise available community-based resources and services to achieve success and support sustainability of change.

- Actively review progress made in relation to Family Plans (in accordance with practice standards).
- Ensure that all work is recorded in accordance with Case Recording guidance.

Intervention with young people and their families

- Provide individual interventions with a caseload of young people, acting as the Lead Professional where appropriate.
- Engaging with young people on a 1:1 basis, developing and maintaining supportive and empowering relationships founded on mutual respect and trust to support them to reach the outcomes identified in their Early Help Plan.
- Ensure that the young person's voice is sought, listened to and their lived experiences are integrated into the Family Plan.
- Delivery of direct intervention work outside of normal office hours where required
- Deliver evidence-based targeted groupwork in accordance with the Targeted Support Groupwork Specification
- Through intervention, promote and facilitate the family's understanding of parenting teens and factors impacting on them.
- Support the reduction of the cohort of young people who are NEET/Unknown by proactively contributing to the Annual Activity Survey and the September Guarantee
- Support young people to engage in participation work
- Deliver evidence-based interventions in support of young people and their families including co-delivering Triple P parenting programmes.

Working with professionals

- Work effectively with professional networks around young people and support practitioners within community-based services to participate meaningfully within the Team Around the Family (TAF) environment.
- Where appropriate to act as Lead Professional and to chair TAF Meetings on behalf of the network.
- Support the smooth transition of young people and families between services through involvement in handover arrangements as appropriate.

Other duties and responsibilities

- Participate in meetings in an active and constructive way when required to do so.
- Participate in individual supervision and team meetings.
- Maintain up to date knowledge and skills as required by the role.
- Alert line manager of any significant changes or events which affect the implementation of the agreed plan or any issues which may impact upon a young person's wellbeing.
- Maintain thorough and accurate case records in line with practice standards and case recording guidance.
- Undertake other duties and responsibilities appropriate to the salary grade and the overall purpose and principles of the YPW role.

Job Knowledge, Skills & Experience:

Minimum levels of qualifications and experience required for this job

Qualifications Required	Essential/ Desirable
English and Maths GCSE at grade A-C or equivalent	Essential
A relevant qualification at level 3 or above	Essential
Relevant professional qualification at level 4 or above (Youth Work, Teaching, Social Work or equivalent)	Desirable

Minimum levels of knowledge, skills and experience required for this job

Knowledge & understanding	Essential/ Desirable
Knowledge and understanding of the issues facing young people and parents of teenagers.	Essential
Knowledge and understanding of Child Criminal and Sexual Exploitation, including County Lines	Essential
Knowledge and understanding of mental health issues, including self-harm	Essential
Knowledge of relevant legislation in relation to safeguarding young people. Knowledge of safeguarding, child protection and escalation procedures	Essential
Knowledge of the services, activities and support available for young people within their communities.	Essential
Knowledge of how to support improved outcomes for young people through specific group interventions.	Essential
Knowledge of legislation relating to the Raising of the Participation Age and how this affects young people's choices post 16.	Essential
Knowledge and understanding of group work session planning including learning styles and engagement approaches and how to secure high participation through publicity and marketing campaigns.	Desirable
Up to date knowledge of evidenced based group work, programmes and project interventions that address risky adolescent behaviour.	Desirable
Good understanding of evidence-based parenting programmes.	Desirable

Skills and Abilities	Essential/ Desirable
Ability to listen to, motivate and engage young people and parents experiencing a wide range of issues in individual and group work learning to support their needs.	Essential

Good communication skills with both young people, parents and carers, partners, and colleagues.	Essential
Ability to organise, plan, deliver and evaluate projects, programmes, and activities within deadlines.	Essential
Effective administration & ICT skills.	Essential
Willingness and ability to travel locally and countywide	Essential
The ability to write objective assessments and to complete accurate triage as part of work with young people	Essential
The ability to chair multi agency meetings; work as part of a wider multi-disciplinary team and to engage with a wide range of partnership agencies	Desirable
Skills in evaluating practice and creating innovative approaches	Desirable

Experience	Essential/ Desirable
Experience of actively engaging young people and parents in decision making.	Essential
Experience of multi-agency and partnership working to ensure the best outcomes for young people	Essential
Experience of working with vulnerable and challenging young people to improve outcomes and improve life chances.	Essential
Experience of working with young people at moderate to high risk of Child Sexual Exploitation and Child Criminal Exploitation	Desirable
Experience of working with young people experiencing mental health issues including self-harm	Desirable
Experience of project planning, delivery and evaluation and reflective practice.	Desirable
Experience delivering projects, programmes or activity to young people or families with a wide range of issues.	Desirable
Experience of overseeing support staff and volunteers in a project environment.	Desirable
Disclosure Level	Enhanced
What work type does this role fit into?	Flexible