



Job Description

Job Title: Young People's Service Practitioner

POSCODE: 2810

Grade: I

Overall Purpose of Role

To act as key worker / lead professional in the delivery and co-ordination of high-quality early intervention for children aged 0 - 19 and their families with emerging complex needs which puts them at risk of poor outcomes. Having a key focus on supporting young people who are or are at risk of being sexually and criminally exploited.

To use skills of assessment, engagement and change management within a multi-disciplinary, early intervention team to improve outcomes for children aged 0 -19 and their families.

Draw on the principles of Integrated Working and Early Help Assessment, acting as Lead Professional to complex Early Intervention cases and working alongside colleagues in Social Care to address need and provide the right intervention at the right time.

Work closely and creatively with the local communities and partner agencies to establish and maintain an effective service for children aged 0 - 19 and their families in line with the stated objectives of the Early Help Strategy.

Main Accountabilities

Main Accountabilities	
1	Manage a caseload of children 0 – 19 and their families who are at risk of poor outcomes and have emerging complex needs. This will include undertaking structured, proactive, flexible and persistent family support work as key / co-worker as necessary to meet the family's needs.
2	To lead and co-ordinate service provision to families, through a combination of direct delivery 1:1 support, whole family approach and group work activity, and using commissioned and partner services. Services being provided may include interventions addressing the risk of sexual or criminal exploitation, missing episodes, concerns around education, working around self-esteem and confidence building, signposting to health and alcohol / drugs support, advice for parents around child development; managing behaviour and parenting techniques, helping with household management and family routines and information and advice on welfare, housing, training and return to work.
3	To carry out and oversee comprehensive whole family needs/risk assessments and to work intensively with families in their family home to engage with those who are hard to engage. To develop and propose intervention plans following

	assessment to create an assertive and persistent structured supportive intervention environment enabling families to explore their difficulties and strengths.
4	To offer a support and challenge approach with families to bring about positive change in behaviour. Act as the lead professional to co-ordinate day-to-day inputs of other agencies, including providing knowledge and advice for team members and ensuring professional boundaries are set and maintained.
5	Develop and maintain a range of strategies and resources to effectively engage children, their families, partners and communities and help develop and contribute to safety plans to address both intra-familial and extra familial harm.
6	To plan, deliver and review, individual and family support plans including Early Help Assessments to assist families maintain tenancies, reduce anti-social/offending behaviour and improve outcomes for children aged 0 – 19 and their families.
7	To have a clear understanding of safeguarding and protecting families from risk and harm and to participate in regular case planning and review meetings, supervision, appraisal and training.
8	To establish and maintain effective working relationships with statutory and voluntary agencies to ensure a high standard of service and support to families.
9	To ensure that monitoring and statistical information regarding the service is available for the team manager and in turn the leadership and governance group. To keep good quality casework notes in accordance with agreed data collection and recording systems and comply with agreed financial and IT procedures. Work within established procedures for monitoring information, assessment, information sharing, confidentiality, safeguarding and health and safety, undertaking risk assessments where appropriate.
10	To demonstrate awareness/understanding of equal opportunities and other people's behavioural, physical, social, diversity and welfare needs.
11	To ensure that reasonable care is taken at all times for the health, safety and welfare of yourself, others and to comply with the policies and procedures relating to health and safety with the Trust.
12	Carry out any other duties which fall within the broad spirit, scope and purpose of this job description and which are commensurate with the grade of the post.

Safeguarding commitment *(Include for roles involving work with children/vulnerable adults)*
We are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults. We require you to understand and demonstrate this commitment.

Person Specification

Qualifications, Knowledge, Skills and Experience

Minimum level of qualifications needed for this post

Qualifications Required	Subject	Essential/Desirable
	<p>This post requires satisfactory clearance of an Enhanced DBS check</p> <p>Level 3 qualification in working with children, young people vulnerable adults and their families</p> <p>or</p> <p>substantial professional experience in this area</p>	Essential
	<p>Qualified in evidence-based intervention programmes with families</p> <p>Counselling/social work qualification or other relevant qualifications.</p>	Desirable

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

Identify	Details	Essential/Desirable
Experience & Knowledge:		
	Proven experience of direct work with families with multiple problems and with families who find it difficult to engage with services.	Essential
	Must be prepared to work flexibly with families and advocate on behalf of children, young people and vulnerable adults.	Essential
	Knowledge and training in Early Help Assessment and Integrated Working	Desirable
	Plan, design and deliver evidence-based interventions in a group context	Desirable
	Training in solution focussed and strengths-based approaches	Desirable
	Experience of working in a multidisciplinary team in the statutory or voluntary sector	Desirable
	Working knowledge and understanding of the Youth Criminal Justice System	Desirable
Ability & Skills:		

	Excellent interpersonal skills and effective communication with a range of professionals	Essential
	Ability to work in an open and often challenging way with children, young people, vulnerable adults and their families	Essential
	Able to convey respect for others	Essential
	Able to work as part of a team	Essential
	Demonstrate skills in mediation, negation and problem solving Able to assess situations with clarity and sensitivity – act professionally in and around crisis situations	Essential
	Ability to undertake individual and family assessments and assess needs and risk.	Essential
	Organisational and time management skills	Essential
	Able to travel effectively in the locality (countywide)/Car Driver	Essential
	Ability to review with families their readiness for change and work to enable families to become self reliant	Essential
	Ability to prepare and present case notes and reports in a variety of settings	Essential
	Basic IT skills	Essential
	Demonstrate the ability to work to timescale and within budget to achieve targets set	Desirable
	Demonstrate skills in working in an outcome focussed way	Desirable
	Evidence of ability to use computer based case recording system	Desirable

Equal opportunities	Ability to demonstrate awareness/understanding of equal opportunities and other people's behaviour, physical, social, diversity and welfare needs	Essential
Safeguarding (<i>include for roles working with children/vulnerable adults</i>)	Demonstrate an understanding of the safe working practices that apply to this role.	Essential
	Ability to work in a way that promotes the safety and well-being of children and young people/vulnerable adults.	Essential

Disclosure level	
What DBS Level is required for this post?	
None	<input type="checkbox"/>
Standard	<input type="checkbox"/>
Enhanced Child Only	<input type="checkbox"/>
Enhanced Child/Adult Bar	<input checked="" type="checkbox"/>

Working Arrangements	
What work type does this role fit into? (tick one box that reflects the main work type, the default workers type is flexible)	
Fixed	<input type="checkbox"/>
Flexible	<input checked="" type="checkbox"/>
Field	<input type="checkbox"/>
Home	<input type="checkbox"/>