Northamptonshire Children's Trust

Job Description

Job Title: Staying Close Transition Worker

POSCODE: NCT0020

Grade: I

Overall Purpose of Role

To support the NCT Staying Close model who work with children in care and care leavers age 16-25 years, who have had a residential care experience. Specifically, to support children and young people in care, and those who have left care to make a successful transition into independence and adulthood.

Main Accountabilities

1	To build positive, creative, inspiring, and trusting relationships with individuals and groups of young people accessing NCT's Staying Close Staying Connected service
2	To manage a caseload of Staying Close Looked After Children over the age of 16 years and Care Leavers. Maintain accurate electronic recordings, plans and communications. Work collaboratively with the young person's Social Worker/Personal Advisor; support a young person to achieve the actions of their pathway plan
3	To establish a development plan for promoting independence, supporting young people when they are in Staying Close accommodation and when move on into their own accommodation; maintaining links with and continuing to support them to achieve and maintain success in their independence
4	To maintain effective contact with young people at the level they want and need; and work flexibly, when required. Access to own/public transport to fulfil job expectation
5	To work positively, co-operatively, and professionally with colleagues in all areas of NCT and with external agencies. Communicate with colleagues and convey information appropriately and confidentially to promote the best interests of young people; act as an advocate for Care Leavers if they so wish
6	To draw on a range of support services – practical, emotional, and financial that can support to our care leavers
7	To attend, prepare and participate in regular supervision sessions with the Senior Transition Worker
8	To demonstrate awareness/understanding of equal opportunities and other people's behavioural, physical, social and welfare needs.

9	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. To ensure compliance with all statutory and legislative requirements.

Safeguarding commitment
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
A level standard qualification or equivalent by experience	A Level in any subject or knowledge of legislation relating to looked after children and care leavers	Essential
GCSE	Maths & English	Essential

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

Identify	Details	Essential/Desirable
Knowledge:		
Knowledge of the legislation concerning looked after children and the responsibilities of Local Authorities towards Care leavers	Children (Leaving Care) Act 2000, Children Act 1989, Social Work Act 2017	Essential
Knowledge to advise young people around budgeting, and to be financially accountable where appropriate	Personal knowledge/insight	Essential
Knowledge of suitable education, training and employment opportunities for Staying Close young people and an ability to positively engage, encourage and support young to realise their aspirations around education, training & employment	Previous experience, personal knowledge/insight	Essential
Knowledge and experience of supporting young people to develop the skills they will need to be successful in their independence in the following areas: physical & mental well-being, accommodation,	Previous experience, personal knowledge/insight	Essential

independent living skills, positive social networks within their communities		
Skills:		
To be literate and able to write emails, case records and other reports using electronic case recording systems and software such as MS Word	Previous experience, or relevant qualifications	Essential
Have an ability to develop working relationships with professionals & partner agencies: Including but not limited to education, training, employment, accommodation & health partners	Previous experience, personal knowledge/insight	Essential
Ability to talk, listen to, and develop effective working relationships with young people, including those who may be difficult to engage or are presenting with challenging behaviour	Previous experience, personal knowledge/insight	Essential
Ability to support young people to think about and achieve ambitious and aspirational targets. Adopting a non-judgemental, friendly and trauma approach, which meets the the needs of young people	Previous experience, personal knowledge/insight	Essential
Experience:		
Experience of working with or supporting children and young people up to the age of 21	Through previous professional/personal experience: employment, volunteering etc	Desirable
Experience of interagency work with young people who have been in care	Through previous professional/personal experience: employment, volunteering etc	Desirable
Have successfully supported a young person to achieve positive outcomes	Through previous professional/personal experience: employment, volunteering etc	Essential
Be able to travel to fulfil job expectation	Either in your own vehicle or on public transport	Essential
Equal opportunities	Ability to demonstrate awareness/understanding of equal opportunities and other people's behaviour, physical, social and welfare needs	Essential

Safeguarding	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	☐
Standard	☐
Enhanced Child Only	☒
Enhanced Child/Adult Bar	☐

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	☐
Flexible	☒
Field	☐
Home	☐