



Job Description

Job Title: **Senior Practitioner Youth Offending Service**

POSCODE: NCT0004

Grade: K

Overall Purpose of Role

To work within the multi-disciplinary service, working with children who are made subject to statutory Court orders and Out of Court Disposals with the aim of preventing (re-)offending. To directly supervise YOS Officers in the assigned team. To allocate work to staff and self, in discussion with peers and in consultation with the Team Manager where necessary. To hold a reduced caseload of children presenting more complex issues and needs, making assessments, developing, co-ordinating and delivering plans of work. To support with quality assurance and other processes to contribute to service improvements. To work in partnership with statutory and voluntary partners to ensure that the child's needs are met. To write and present reports to Courts and Referral Order Panels. Participation in remand and other duty rotas.

Main Accountabilities

1	To supervise YOS officers in the designated team, providing formal one to one supervision on a minimum monthly basis in line with policy, to provide day to day support and informal supervision to members of their own and other teams as required. To liaise with the designated Team Manager in support of formal processes such as sickness/annual leave recording and any other required HR processes
2	To allocate work to staff and self, in discussion with peers and in consultation with Team Manager where necessary. To consider the workload of staff within the designated team, raising with the Team Manager any issues requiring adjustment or other actions.
3	Work with the Team Manager to co-ordinate a team of multidisciplinary staff in delivery of Preventative, Diversionary and Statutory services. To act as a line manager/supervisor to multidisciplinary team members and to coordinate team activity, group work and caseload management to allocate tasks,
4	To manage a small caseload of complex cases, undertake assessments and reviews of the circumstances of the child and the offence, and to devise, co-ordinate, implement and deliver intervention plans in order to address desistance and risk factors, reduce crime and prevent re-offending. To do this in consultation and partnership with the child, their parent/carer and other agencies, revising and reviewing plans regularly.
5	Support the team, leading by example, to ensure that where appropriate, children experience the benefits of restorative interventions and reparative activities. Assist in communication between children and the victims of their offences, and achieve mutually acceptable offence resolution to support re-integration into the community

6	Work with colleagues to ensure that the duty rota is covered, taking part in that and the remand and special court rotas as required.
7	Attend or support colleagues to attend formal meetings both in the community and custody. Prepare and present reports (including challenging and complex cases) for Referral Order Panels, other multi-agency panels/meetings, Youth Courts, Crown Courts and other out of county courts and support others to do so.
8	Keep and maintain appropriate and accurate case records. Maintain systems for effective communication and information sharing, ensuring accuracy and confidentiality in accordance with policies and procedures.
	To develop and maintain links and liaison with colleagues across the YOS and in other agencies, professionals and organisations that provide assistance to children in order to address their needs and reduce re-offending.
9	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.
10	To supervise YOS officers in the designated team, providing formal one to one supervision on a minimum monthly basis in line with policy, to provide day to day support and informal supervision to members of their own and other teams as required. To liaise with the designated Team Manager in support of formal processes such as sickness/annual leave recording and any other required HR processes
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.

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
Educated to degree level or equivalent by experience	Degree level professional qualification in Social Work, Probation, Youth Work, Teaching or relevant health discipline or equivalent by experience	Essential
Professional Certificate in Effective Practice	Youth Justice	Desirable

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

Identify	Details	Essential/Desirable
Knowledge / Experience:		
Supervision	Knowledge of the needs of staff in relation to supervision, and understanding of the need to praise, challenge and hold to account as necessary.	Essential
Legislation	Knowledge and understanding of current legislation and issues relating to youth crime and young people who offend.	Essential
Multi-agency working.	Understanding of multi-agency working and of the tensions inherent in such teams	Essential
Skills and Abilities		
Work with staff	Able to lead, manage and motivate a team of staff to deliver services to children in a positive way in sometimes difficult circumstances.	Essential
Work with children	Able to assess, support and motivate children where levels of vulnerability and risk to themselves and to the public are high. Deliver interventions to help reduce re-offending.	Essential
Communication	Able to communicate effectively and to create and maintain positive working relationships with children, parents, victims and a wide range of other professionals, agencies and members of the public	Essential
Working practices	Able to use your own initiative and work to targets, meeting strict deadlines and prioritising workload.	Essential
Multi-agency working	Able to work as part of a multi-agency team and manage the inherent tensions positively, whilst bringing out the inherent positives.	Essential
Language	Ability to communicate in the English language, both verbally and in writing, to a standard which is sufficient to ensure clients and colleagues readily understand.	Essential
Written work and recording	Able to read and write comprehensive reports, to maintain high quality records and	Essential

	correspondence dealing with complex issues. Able to assist others to do the same.	
Making judgements and decisions	Ability to make professional judgements in a multi-disciplinary setting and to negotiate resources. Ability to share sometimes difficult judgements and decisions with others in a positive manner	Essential
Consultation	Able to consult with professionals inside and outside the Trust and persuade and gain commitment from them.	Essential
IT	Able to use IT systems for report writing and (with training) etc.	Essential
Presentation	Ability to give presentations to Courts, employees and other agencies/partners	Desirable
Experience		
Youth Justice	Experience of working in the Youth Justice System	Essential
Direct work	Experience of working with children who have offended	Essential
Staff supervision	Demonstrable experience of supervising and managing a team of people, including monitoring and work allocation.	Essential
Driving licence	Full driving license to be able to drive to meet and transport children, their families and attend meetings across a large geographical area	Essential
Supervision	Knowledge of the needs of staff in relation to supervision, and understanding of the need to praise, challenge and hold to account as necessary.	Essential
Legislation	Knowledge and understanding of current legislation and issues relating to youth crime and young people who offend.	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	☐