



## **Job Description**

Job Title: Young People's Practitioner – Circle to Success Support Service

POSCODE: HAY02810

Location: One Angel Square, Northampton

Grade: H

Reports to: Clinical Lead Practitioner

### **Overall purpose of the role**

The Circle to Success Support Service works alongside social work teams providing direct interventions to children, young people and their families where opportunities have been identified through the care planning process for children and young people to live within family settings or progress towards independence. This includes some young people who are on the 'edge of care' and require support to remain living within their families.

This role is to work in collaboration with the allocated social worker and alongside other professionals to deliver high-quality trauma informed interventions to young people 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, trauma informed team to improve outcomes for young people and their families.

There is immense scope for you to play an influential part in the lives of some of our most vulnerable children and young people and as such will demand a creative and flexible approach, working with children, young people and their families in their homes and other community settings as required.

On occasions you may be required to work out of office hours in the evening and weekends, depending on the needs of the child, young person and their networks.

## Main Accountabilities

1	Manage a caseload of young people and their families who are at risk of poor outcomes and have emerging complex needs. This will include undertaking structured, proactive, flexible and persistent trauma informed 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. To collaborate with 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 to assist families maintain tenancies, reduce anti-social/offending behaviour and improve outcomes for young people 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 service manager and in turn the C2S leadership and operational 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:** 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.

**Corporate Parenting Commitment:** As corporate parents we are committed to doing everything we can for every child in our care and every care leaver. We encourage you within the course of your work to seek opportunities where you can be ambitious for these children and young people, encouraging them to dream big and take chances and provide secure, nurturing and positive experiences.

## Person Specification

### Qualifications, Knowledge, Skills and Experience

Minimum level of qualifications needed for this post:

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

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

Identify	Essential/Desirable
<b>Experience &amp; Knowledge:</b>	
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 completing assessments and integrated working	Essential
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	Essential
Working knowledge and understanding of the Youth Criminal Justice System	Desirable
<b>Ability &amp; Skills:</b>	
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
<b>Equal opportunities</b>	
Ability to demonstrate awareness/understanding of equal opportunities and other people's behaviour, physical, social, diversity and welfare needs	Essential
<b>Safeguarding</b>	

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	x
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	<input type="checkbox"/>
Flexible	X
Field	<input type="checkbox"/>
Home	<input type="checkbox"/>