

Job profile

Service and job specific context statement

Directorate:	Children and Young People's Service
Service:	Children and Families Service – Early Help
Post title:	Children and Families Intervention Worker
Grade:	Grade H
Responsible to:	Practice Supervisor Early Help
Staff managed:	None
Date of issue:	April 2022
Job family:	C&S - Care & Support

Job context

As part of the Children and Families Service you will be working with colleagues who have a commitment to shared values and a common purpose of developing a culture of inter-agency working; including statutory bodies, third and private sector organisations.

All staff will have a commitment to integrated working, involving good interagency working that requires positive relationships with partner services, agencies and organisations. The post holder will do this within an overarching strengths based approach and within the Strengths in Relationship framework.

Under the direction of the Practice Supervisor, the Children and Families Intervention Worker will deliver a range of task centred, evidenced based interventions. Working across Children and Families Service including those open to Youth Justice (where accountability sits with the Youth Justice Officer) and those that move into safeguarding and looked after children (where accountability sits with the allocated qualified social worker) to support children, young people and their families to achieve positive and sustainable outcomes. This will include implementing, delivering and evaluating interventions on an on-going basis.

Key objectives of this role is to safeguard the welfare of children and young people, sustain and build positive relationships within the family, engage young children and young people in positive preventative activities that deter from criminal behaviour, protect the public from serious harm and to facilitate reparation to victims and communities. We are committed to providing high quality services to children and young people and their parents, and to victims of crime.

Work may be carried out in NYCC premises, in a child's home, including residential settings, or in other venues within the community. Delivery of services is via a locality hub based model however the worker may be working across more than one locality dependent on the needs of the service.

The post holder will require:

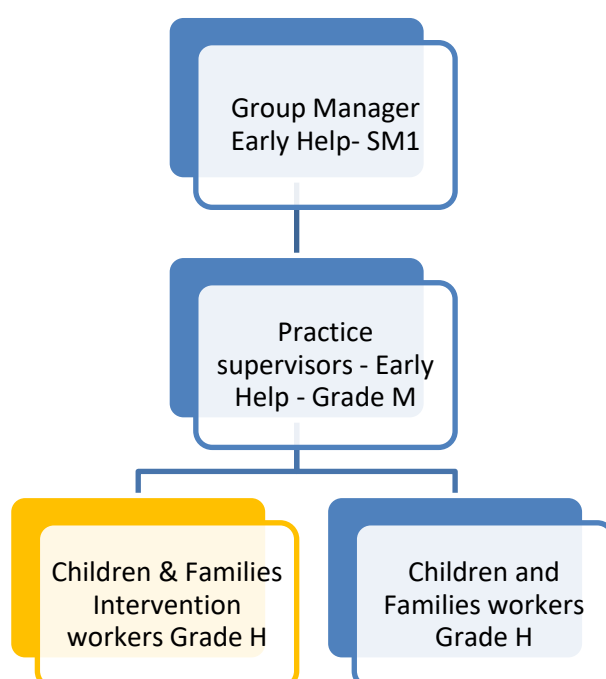
- DBS clearance
- The Service will reflect the needs of the communities that it serves. This will require staff being able to work flexibly to include early morning, evening.
- Staff are required to work weekends and Bank Holidays on a rota basis
- There may be travel implications due to size of areas covered.
- An ability to fulfil all spoken aspects of the role with confidence through the medium of English

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Job specifics

- Work as a member of a multi-disciplinary Children and Families Service.
- Work with partners and colleagues, to intervene and provide targeted fixed term interventions and solutions to situations of conflict, criminal behaviour, child exploitation, breakdown or issues that arise within families and communities involving children and young people.
- Direct work with children, young people and families to provide effective support, influence behaviour and improve outcomes. Promoting the normal development of children and young people.
- Provide support across the full range of Children and Families' services.
- Ensure children's rights are upheld and their voices heard.
- Work to safety plans and ensure the well-being of families enabling supportive family networks and connecting the family with appropriate community support.
- Contribute to the planning and development of services in response to statutory developments and service users' wishes.
- Identify personal and social issues that shape and influence children and young people's lives, their development and the choices they make, understanding the influences on child development which can arise within communities including possible influences of social exclusion and discrimination.
- Able to empathise from a young person's perspective and also understand how this might affect the wider context through the eyes of 'others' (e.g. parents, carers, siblings, school, employers.)

Structure



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Job Description

Work with partners and colleagues across Children and Families Service, to intervene and provide targeted fixed term responses and solutions to situations of conflict, breakdown or similar problems that arise within Families and communities involving children and young people across the 0-19 age range.

Job purpose

A key element of this role will be to provide direct, task-centred work with young people in the criminal justice system aged 10- 18 years and their families/carers in order to enable positive changes to their offending patterns and behaviour.

Operational management

- Effectively engaging with children and young people and developing their personal & social skills through the application of specific intervention programmes aimed at resolving problems, promoting positive behaviours and developing personal resilience.
- Planning and implementing 1-1 and group interventions including direct work with parents and young people
- Use approaches that young people relate to and respond positively with, that will resolve conflict and tension between adults and young people within community settings including outreach, social street work and restorative practices.
- Support work with children, young people and families on social interaction skills, risky and emotional behaviour, and to promote individual and community engagement.
- Define problems, identify solutions, and implement action that provides support and an appropriate level of intervention.
- Direct work to support young people and their families, subject to Bail Supervision and Support, remand, Intensive Support and Surveillance (ISS), or who are released from custody under community supervision
- Undertake a range of other support and intervention tasks with young people in or at significant risk of entering the criminal justice system where the YJS is involved
- Ensure activities coincide with the assessed risk and needs and interests of the child or young person as defined by the intervention plan

Communications

- Establish respectful, trusting relationships with children, young people and their families, offering non-judgmental support.
- Develop and use effective communication systems appropriate to the audience.
- Liaise with internal colleagues and external organisations to develop and deliver services as required.
- Develop effective working relationships and pathways with colleagues from within CYPS and other partners in order to enable successful outcomes and timely exit to be achieved.
- In response to the identification of a problem in a community, engage effectively in conversations and dialogue with young people, adults and other agencies to identify solutions.
- Responsible for working alongside young people and adults within communities to construct and deliver effective solutions that address the problems identified.
- Offer advice and guidance in respect of services provided by Children & Families Service

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Partnership / corporate working	<ul style="list-style-type: none"> • Partnership working with internal and external partners to ensure effective service delivery. • Work in a team context forging and sustaining relationships across agencies and respecting the contribution of others working with customers • Develop alongside young people, adults and partners in communities, self-sustaining provision for young people where this is identified as part of a solution. • Attend and contribute when required to relevant locality based practitioner meetings in the area(s) of deployment. • Establish and maintain partnership links and ensure that open access services provided by the voluntary sector in the area offer young people a clear and supported access pathway into Children & Family Services
Resource management	<ul style="list-style-type: none"> • Engage in regular 1:1, group and peer supervision, support, learning and development. • Ensure that comprehensive records are maintained through accurate and timely recording of interventions and other relevant data on both written and electronic systems, as deemed appropriate following agreement with the line manager. • Maintain accurate and up-to-date casework records in line with the minimum recording standards and input onto the designated management information system; • Ensure that young people and adults within communities are involved in the evaluation of interventions using a variety of approaches. • Contribute to the preparation of reports, describing actions and events including opinions and proposals • Contribute to reports for court, including providing information for statements (e.g. breach) and helping young people and their parents to understand and prepare for court proceedings • Maintain a sound knowledge of relevant legislation, research and practice and take responsibility for your own professional development. • Work within agreed budgets, targets and performance indicators.
Systems and information	<ul style="list-style-type: none"> • Ensure service information is available to customers and the general public as appropriate. • Use of ICT equipment and systems including use of electronic case management systems • Responsible for sharing confidential data with other professionals in line with data protection guidelines • Understand and apply the procedures and legislation relating to confidentiality issues as they apply to this role
Supporting Transitions	<ul style="list-style-type: none"> • Support children young people and families through key transitional stages. • Deliver short term intervention packages to; reduce exclusions, anti-social behaviour, move young people from Not in Education, Employment and Training (NEET) into Education, Employment and Training (EET), interventions identified within youth outcomes panels • Engaging with vulnerable groups in the community - for example gypsy, roma Traveller (GRT)
Safeguarding	<ul style="list-style-type: none"> • To be committed to safeguarding and promote the welfare of children, young people and adults, raising concerns as appropriate. • Understand systems that are there to protect children and your role in their effectiveness, involving children and young people as appropriate when taking action that affects them.

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- Through partnership working with other stakeholders and the community, work to create community environments that are safer for all children, young people and adults. Contribute to, and participate in, strategies to promote safer communities.
- Through supervision access the advice and support necessary to carry out safeguarding and child protection responsibilities.
- Challenge and report unfair or discriminatory or unprofessional practice.

Person Specification

Essential upon appointment	Desirable on appointment
Knowledge <ul style="list-style-type: none"> • Knowledge of the principles of restorative justice, life skills interventions or cognitive behavioural techniques • Awareness of requirements around consent, confidentiality and information sharing • Awareness of safeguarding and public protection issues • Understanding of the legal framework for working with children and young people in the criminal justice system • Knowledge about policies and procedures including those related to safeguarding, and equality and diversity. • An understanding of issues affecting young people and how these may negatively manifest themselves within communities. • An awareness of adult perspectives and the issues that can create tensions between young people and adults within communities 	<ul style="list-style-type: none"> • Knowledge of effective practice and offending behaviour programmes to inform direct work with young people • Understanding of the national and local policies related to working with young people. • Understanding of current and developing trends in youth culture and how this impacts on a young person's behaviour and development within a community context.
Experience <ul style="list-style-type: none"> • Experience of direct work with vulnerable children, young people and their families • Experience of inter-agency collaboration • Recent experience of working with young people and implementing community based resolutions that address conflict, breakdown and problems between young people and adults. • Experience of developing and managing reflective projects that enable children and young people to explore and develop their values and identity and responsible members of their local communities. 	<ul style="list-style-type: none"> • Experience of working in a community setting • Experience of working with young people in the Criminal Justice System • Advocacy work • Multi-disciplinary working • Experience of working with community volunteers • Experience of direct work with victims of crime
Occupational Skills <ul style="list-style-type: none"> • Literacy and numeracy skills sufficient to be able to make accurate written records • Good interpersonal skills and verbal communication skills to engage effectively with children, young people and families and to be able to discuss sensitive, possibly contentious issues, motivate and influence their behaviour • Persuading, Influencing and Negotiating - confidently uses persuasion influencing and/or negotiation techniques to influence others in complex and difficult situations 	<ul style="list-style-type: none"> • Counselling skills • Use of careworks and liquid logic case management systems • Understanding of a Strengths in Relationship practice model

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<ul style="list-style-type: none"> • Problem Solving – Identifies possible causes of problems and implements solutions to minimize future occurrence • Managing Challenging Behaviour – acting in a manner that is likely to promote calm and reassurance • Resilience – acts calmly during difficult circumstances and recovers quickly from setbacks. • Able to use your own initiative and to a high degree of accuracy. • Ability to contribute to professional assessments. • Emotional resilience in working with challenging behaviours, attitudes to authority and discipline • IT skills to enable effective use of computerised systems including e-mail and electronic case recording systems, and also to include competency in word processing, manipulating spreadsheets, and accessing information from databases and Internet. • Ability to organise and prioritise personal workloads effectively and to meet necessary timescales. 	
Professional Qualifications/Training/Registrations required by law, and/or essential for the performance of the role <ul style="list-style-type: none"> • Relevant level 3 qualification in working with children, young people and their families. 	
Other Requirements <ul style="list-style-type: none"> • Ability to meet the travel needs of the post. • Ability to work outside of normal business hours. A pattern of availability specific to the post, this post requires daytime weekend and evening working. 	
Behaviours	Link

NB – Assessment criteria for recruitment will be notified separately.

Optional - Statement for recruitment purposes: You should use this information to make the best of your application by identifying some specific pieces of work you may have undertaken in any of these areas. You will be tested in some or all of the skill specific areas over the course of the selection process.