

Job Description



Job Title: Turnaround Specialist Practitioner	Service Area: Children's Social Care – Rapid Response	
Directorate: Operations - CYPS	Post Number: 10025238	Evaluation Number: JE6772
Grade: P01	Date last updated: March 2023	

EQUALITY AND DIVERSITY

We are committed to and champion equality and diversity in all aspects of employment within the London Borough of Newham. All employees are expected to understand and promote our Equality and Diversity Policy in the course of their work.

PROTECTING OUR STAFF AND SERVICES

Adherence to Health and Safety requirements and proper risk management is required from all employees in so far as is relevant to their role. All employees are expected to understand and promote good Health and Safety practices and manage risks appropriately.

Overall Purpose of Job

To deliver intensive, time-limited support to children, young people and families who are subject to statutory plan and are on the Criminal Justice System where there is an emerging risk of exploitation, where there is risk of extra-familial harm or where there is a risk of offending/re-offending.

To support families to increase safety and reduce the impact of emotional and physical harm to children and young people.

To work collaboratively within an inter-disciplinary service to promote children and young people's educational and emotional development and wellbeing.

To work restoratively with families in their own home and in community settings using a systemically informed practice model to build resilience, strengthen parent child relationships and prevent family breakdown.

To work with children, young people and their families from a diverse range of backgrounds recognising cultural difference and providing a service that challenges the impact of disadvantage and discrimination.

To work in partnership with key internal and external agencies to develop and deliver bespoke packages of support via an intensive, systemic and relational approach.

To ensure that the Service allows families to actively participate in key decisions and plans, and ensuring they are implemented with the best interest of the child at the centre, and improving life changes and outcomes.

To ensure that children are safeguarded, welfare is promoted, and appropriate risk assessments are carried out in line with the statutory legislation and guidance and working in partnership with appropriate agencies.

Job Context

1. The Turnaround Specialist Practitioner reports to the Team Manager within the Reset Service
2. HR advice required for any progression within the Service.
3. The post holder will be required to work outside of normal office at times as required by the role.

Key Tasks and Accountabilities

Key tasks and accountabilities are intended to be a guide to the range and level of work expected of the post holder. This is not an exhaustive list of all tasks that may fall to the post holder and employees will be expected to carry out such other reasonable duties, which may be required from time to time.

- To plan, deliver and review an intensive time-limited, evidence-based support intervention using a systemically informed practice model to an assigned caseload of children/young people and their families.
- To be persistent and creative in motivating families to create change, and to increase hope and trust for families who are experiencing stress and distress.
- To work effectively with social workers to develop meaningful plans and interventions that support families with complex and often longstanding difficulties.
- To adopt a strengths based approach to build relationships with families – parents, children and others – and develop their skills and capabilities in promoting:
 - Awareness of adolescent risk
 - Safe family relationships
 - Personal agency,
 - Self-belief,
 - Aspirations
 - Connectivity
 - Planning & problem-solving
 - Self-awareness & regulation.

Knowledge of current practice and service development issues concerning young people who offend and their families.

- Knowledge of the principles and application especially around Crime and Disorder Act 1998, YJB national standards and Children Act legislation.
- Knowledge of the causes of crime and effective methods of reducing offending behaviour
- Knowledge of “Outcomes” concepts, quality assurance methodology and change/project management techniques.
- Knowledge of Restorative Approaches within a Youth Justice context
- Understanding of and commitment to implementation of anti-discriminatory practices and equal opportunities policy.
- Knowledge of diverse, multi-cultural communities and their needs
- Ability to manage dealing with high risk and complexity in a way that delivers effective management of risk and vulnerability and produces good outcomes
- Sound risk assessment skills for youth justice and safeguarding work

- To be flexible and co-operative with colleagues from other agencies and to be able to work effectively within a complex supervisory structure
 - Ability to manage conflict and maintain a professional interface with all stakeholders
 - Ability to work on own initiative and under pressure
 - Ability to be self-confident and assertive, with good teamwork skills
 - Goal/outcome focused, with problem solving skills
 - Ability to develop the practice skills of others through a range of methods including reflective supervision, coaching, observation & feedback, training and joint working
 - Able to produce high quality evidence based assessments & reports and have well developed written and oral communication skills.
 - Competent in the use of YJS & Social Care Case Management Systems
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- Substantial and recent practitioner experience in a YJS and understanding in prevention
 - Experience of/ability to supervise staff, both in respect of direct work and in the promotion of professional development.
 - Building effective relationships with young people, families and other professionals.
 - Experience of managing change and service development work
 - Experience of working in a multi-cultural context.
 - Willingness to work outside 'normal' hours will be required.
 - Physical capacity to attend meetings.
 - This position requires that post holders undertake an Enhanced DBS disclosure considered satisfactory by the council prior to employment and every 3 years thereafter.
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- To support families by providing them with practical support and coping strategies required to help them deal with family stress and avoid family breakdown.
 - Collaborate with families to formulate their own meaningful and flexible plans to enable them to respond to the challenges they face to avoid family breakdown and children coming into care, wherever safe to do so.
 - To be aware of contextual harm and extra-familial harm to children and young people and to work closely with the allocated social worker and other professionals in managing and mitigating these risks.
 - To initiate contact with children, family members and other relevant parties to outline the process, providing information and literature, negotiating attendance and support involvement throughout the process.
 - To review the interventions in line with the teams practice model at regular intervals and where necessary seek support from the Team Manager to highlight and or escalate areas of concern or increased risk with our social work partners.
 - To work in partnership with Newham staff and other partner agencies to ensure specific and suitable arrangements are made to prepare the child, and other family members where appropriate for any meetings, including arranging advocacy where appropriate.
 - To recognise when to seek advice and support from the Team Manager when handling complex or challenging cases.
 - To make best use of limited financial resources for supporting families working within established procedures.

- To take part in conferences, reviews and meetings as appropriate, ensuring that children and young people who use services and their family/carers are supported in making a full contribution to the meetings.
- To ensure that review reports are prepared and presented to a high standard, within allocated timescales and evidence the involvement of children, young people, parents and carers.
- To complete all necessary administrative procedures and maintain high standards of record keeping, ensuring that information is timely, accurate and complete and complies with statutory recording requirements.
- To ensure quality and relevant data is recorded, for monitoring purposes, both qualitative and quantitative measures.
- To develop and maintain strong relationships with schools, colleges, specialists, support groups and networks to strengthen support available to children, young people and their families/carers.
- To contribute to developing an organisational culture which, is positive, forward looking, outcomes-focused, and committed to continual learning and development including undertaking relevant training as required.
- To value and celebrate the diversity of the community and organisation through personal example, open commitment and clear action and promote equality of opportunity in service delivery.
- To undertake training, attend meetings as required.
- To ensure that health and safety policies and procedures are followed at all times.
- Work to the prescribed quality standards set for the provision.
- To carry out any other duties in line with the purpose and grade of the job as may be reasonably required from time to time.

Job Title: Turnaround Practitioner	Service Area: Children’s Social Care – Divert!	
Directorate: Operations - CYPS	Post Number:	Evaluation Number: JE6772
Grade: PO 1	Date last updated: March 2023	
IMPORTANT INFORMATION FOR APPLICANTS		
The criteria listed in this Person Specification are all essential to the job. Where the Method of Assessment is stated to be the Application Form, your application needs to demonstrate clearly and concisely how you meet each of the criteria, even if other methods of assessment are also shown. If you do not address these criteria fully, or if we do not consider that you meet them, you will not be shortlisted. Please give specific examples wherever possible.		
CRITERIA		METHOD OF ASSESSMENT
EQUALITY AND DIVERSITY		
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PROTECTING OUR STAFF AND SERVICES		
Adherence to Health and Safety requirements and proper risk management is required from all employees in so far as is relevant to their role. All employees are expected to understand and promote good Health and Safety practices and manage risks appropriately.		
KNOWLEDGE:		Application Form/Interview
Knowledge of current practice and service development issues concerning young people who offend and their families		
• Knowledge of the principles and application especially around Crime and Disorder Act 1998, YJB national standards and Children Act legislation. • Knowledge of the causes of crime and effective methods of reducing offending behaviour • Knowledge of “Outcomes” concepts, quality assurance methodology and change/project management techniques. • Knowledge of Restorative Approaches within a Youth Justice context • Understanding of and commitment to implementation of anti-discriminatory practices and equal opportunities policy. • Knowledge of diverse, multi-cultural communities and		

their needs • Ability to manage dealing with high risk and complexity in a way that delivers effective management of risk and vulnerability and produces good outcomes • Sound risk assessment skills for youth justice and safeguarding work • To be flexible and co-operative with colleagues from other agencies and to be able to work effectively within a complex supervisory structure.	
QUALIFICATIONS: A relevant qualification in a discipline involving work with young people or substantial recent experience of direct work with young people and their families involved in Youth Justice Services and a willingness and ability to undertake training appropriate to the role.	Application Form/Documentation
EXPERIENCE: • Substantial and recent practitioner experience in a YJS and understanding in prevention • Experience of/ability to supervise staff, both in respect of direct work and in the promotion of professional development. • Building effective relationships with young people, families and other professionals. • Experience of managing change and service development work • Experience of working in a multi-cultural context. • Willingness to work outside 'normal' hours will be required. • Physical capacity to attend meetings.	Application Form/Interview/Documentation
SKILLS AND ABILITIES: Ability to assess need and risk and analyse this information in order to plan effective intervention. Ability to deliver effective interventions that achieve positive, measureable outcomes for families. Ability to form positive relationships with families who are in distress, and engage, and motivate them to work towards change. Ability to work in partnership with children, young people, their families and with carers, and other providers using good communication, influencing and networking skills to negotiate effectively and achieve desired outcomes Ability to form appropriate professional relationships and boundaries with children, young people, carers and their families.	Application Form /Interview

Ability to work effectively as part of a team. Ability to provide clear, accurate, and timely case recording and summaries, letters and reports, and the ability to present reports. Ability to organise task and workload independently and meet timescales, demonstrate accountability and seek appropriate management oversight. Able to demonstrate continuing development related to practice and to contribute positively to the process of supervision and appraisal. Demonstrable IT skills and competence, and willingness to undertake further training to develop in this area to support the work of the service. Ability to integrate an equality, social inclusion, and valuing diversity approach in service delivery. Demonstrate professional competency and integrity and an awareness of their role as a representative of the local authority. Ability to manage conflict and maintain a professional interface with all stakeholders. Ability to work on own initiative and under pressure. Ability to be self-confident and assertive, with good teamwork skills. Goal/outcome focused, with problem solving skills. Ability to develop the practice skills of others through a range of methods including reflective supervision, coaching, observation & feedback, training and joint working. Able to produce high quality evidence based assessments & reports and have well developed written and oral communication skills. Competent in the use of YJS & Social Care Case Management Systems.	
<u>OTHER SPECIAL REQUIREMENTS:</u> • This position requires that post holders undertake an Enhanced DBS disclosure considered satisfactory by the council prior to employment and every 3 years thereafter.	Application Form