

Job Description



Job Title: Thriving Prevention Practitioner	Service Area: Integrated Youth Support Service	
Directorate: Children and Young People Directorate – Intensive Services	Post Number: 10026041	Evaluation Number: 7618
Grade: PO1	Date last updated: October 2026	

EQUALITY AND DIVERSITY

We are committed to and champion equality and diversity in all aspects of employment with 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.

SERVICE REDESIGN

Joined up horizontal working, integrated multidisciplinary delivery and matrix management. These are just a few of our initiatives which centre our services around the child or family to ensure “one family, one plan”.

Staff are required to work in accordance with these values, breaking down traditional silos and improving outcomes for children through more holistic and early intervention and the rapid delivery of effective intensive interventions to children, young people and families with identified safeguarding needs.

Overall Purpose of Job

To contribute to the provision of effective multi-agency provision, in preventing offending by children and young people following a ‘risk led’ and prevention framework.

To fulfil a full range of case management responsibilities associated with working with low to medium risk children who have been impacted by harm in the community. Targeting children, siblings and peers who have been exposed to harm or have been vicariously affected to provide support that reduces their vulnerability and supports them to recover. This to include targeted and intensive interventions, with young people aiming to prevent offending and improving outcomes for children and avoid entering statutory services.

To liaise with existing strategic partners working to reduce youth violence within Newham and to understand potential emerging issues in locations of concern so that they can work proactively with professionals and agencies in these areas to address these.

Contribute to a whole Family Help plan, working collaboratively between Youth Justice, Education Psychology, Police, Education and Inclusion and the VCFS as part of a multi-agency close to schools approach.

Provide targeted early intervention aimed at the year 6 cohort in hotspot areas, or those at risk of exploitation and serious Youth Violence using a co-location model within schools and with existing VCFS Partners to co-produce support with children and their families in their community.

Job Context

1. The postholder reports to a Senior Practitioner – Youth Justice.
2. The postholder has no line management responsibility.
3. The postholder has no budgetary responsibility.
4. The postholder may be required to work evenings, weekends and occasional public holidays as the service requires.

Key Tasks and Accountabilities

1. To work to prevent and reduce the negative impact of gang activity / affected on young people.
2. To lead the delivery of a specialist model of direct work with young people involved with gangs, their families and supporters in the community and to put them at the centre of changing young people's violent behaviour.
3. To make contact with children whose siblings, peers, family members are involved in gangs or at risk of harm outside of the home establishing positive working relationships with them and their families to improve their outcomes
4. Devise, implement and review intervention plans and make necessary referrals to support agencies to ensure effective delivery of this intervention plan.
5. Deliver a range of interventions – including both individual and group work programmes ensuring that the interventions work towards positive outcomes for young people. This may involve off site activities.
6. To work directly with partners, families and communities in delivering interventions including engaging with young people off site as part of a response to community / risk led needs (some may be conducted as part of multi agency working with partners)
7. To represent the Adolescent Safeguarding Team at inter-agency group meetings.

8. To take account of diversity issues particularly when devising and implementing interventions.
9. Work to achieve the aims of the service plan and relevant team plans.
10. Be responsible for the accurate and up to date maintenance of records and files in accordance with Children and young People Services procedures, Data Protection legislation and associated recording procedures.
11. Undertake such other duties as may be determined within the general scope of this post and within the competence of the post-holder.

Personal Specification



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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 We are committed to and champion equality and diversity in all aspects of employment with 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.	
KNOWLEDGE: - Knowledge of risk factors associated with youth crime in order to address offending behaviour. - Understanding of interventions that are effective in the prevention of offending and re-offending by young people. - Knowledge of child development to deliver age appropriate interventions.	Application Form/Interview Application Form/Interview Application Form/Interview Application Form/Interview

- Knowledge of procedures and practices in working with young people within an multi-agency youth offending service. - Knowledge of integrated working with agencies / services involved with young people. , (e.g. Childrens Services, third sector, police, probation, education and youth services)	Application Form/Interview
EXPERIENCE: - Previous experience of working with Young People at risk of offending and re-offending. (e.g. CYPS, police, probation, schools, criminal justice, youth work). - Experience of working in a multi agency / public / voluntary sector setting. - Experience of case management and writing reports based on young peoples assessed needs. - Experience of casework tasks including assessment, intervention planning, intervention delivery and effective case management recording.	Application Form/Interview Application Form/Interview Application Form/Interview / Test Application Form/Interview/Test
SKILLS AND ABILITIES: - Excellent interpersonal and communication skills in engaging young people and their families - Ability to plan, deliver and engage young people in group work programmes that address offending behaviour. - Good literacy and numeracy skills in order to write reports to a good standard presenting information clearly, concisely and accurately for a variety of audiences including clients and professionals. - Assessment skills that address risk and need and to match these to the most appropriate intervention available. - Ability analyse information and use this to inform assessments and decisions regarding criminal justice proceeding and problem solving for young at risk of offending and re-offending. - The ability to act in an appropriate manner and with discretion in managing confidential and sensitive information.	Application Form/Interview Application Form/Interview /Test Application Form/Interview Application Form/Interview Application Form/Interview Application Form/Interview

IT skills including case management applications.	Application Form/Interview/Test
QUALIFICATIONS: None required.	N/A
OTHER SPECIAL REQUIREMENTS: This role is subject to an Enhanced CRB check and is exempt from The Rehabilitation of Offenders Act (1974).	Application Form