

Job Description

Job Title: Low Intensity Therapist / Specialist Youth Practitioner	Service Area: London Vanguard Clinical Team - Community Multi Systems Violence Reduction Programme and the Framework for Integrated Care (Community)	
Directorate: Children and Young People's Service (matrix managed by NHS Operational Lead for Vanguard Clinical Team)	Post Number:	Evaluation Number: JE6798
Grade: PO2	Date last updated: April 2023	

People at the heart of everything we do

We are committed to putting people – Newham residents and Council staff – at the heart of all we do. Our approach is a collaborative joint enterprise between residents, the Mayor, Members, Council staff and the Corporate Management Team.

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.

Corporate parent

We believe that every member of staff working for Newham Council should understand and fulfil our corporate parenting responsibilities for our looked after children that we have, under the Children and Social Work Act 2017.

We actively encourage applications from people with personal experience of the issues facing this client group. If you would like to have an informal discussion about your experience and suitability for this role, please contact: Hannah Stringer (Clinical Lead) hannah.stringer3@nhs.net or Rebecca Stanley (Operations Lead) rebeccastanley@nhs.net

What is the Vanguard?

NHS England and Improvement (NHSEI) London Health and Justice Team and NHSEI London Violence Reduction Programme selected the North East London Integrated Care system (NEL ICS), alongside two others in London, to develop and

mobilise a model of care for children and young people aged up to the age of 25 years old.

The London Vanguard's overarching vision is to facilitate trauma-informed systems and multiagency working which enables vulnerable children and young people affected by violence to thrive.

These Children and Young people have complex unmet needs and associated levels of high risk, high harm behaviours and vulnerability and often find themselves in the justice, secure, inpatient mental health and Looked after Children pathways. The service will aim to:

- Improve the lives of young people, their families, and communities
- Put children and young people and their parents/carers at the heart of the care and support delivered by services
- Encourage collaborative working across services to improve children and young people's access to and engagement with psychosocial and psychological support.
- Address inequalities in communities
- Facilitate trauma-informed systems and multiagency working which enables vulnerable children and young people affected by violence to thrive

The Vanguard will build on existing services and infrastructures in the community - plugging gaps in expertise and capacity as required – and enabling existing partners to work more collaboratively and engage new partners. This will involve understanding ways of working alongside young people to develop solutions that address the underlying social, cultural, and emotional issues shaping serious youth violence and exploitation. It is hoped that the work being developed will generate youth led solutions that are co-produced and responsive to the needs of young people in Newham – a key element and thread in this programme. We will also aim to continue to address the wider social, cultural and political contexts that contribute to and create marginalisation and inequality as well as highlight the voices, experiences, resources and creativity of young people so that they can begin to lead the debates about the issues impacting on their lives

Children and young people are at the heart of this programme. From the inception of our various strategies which focus tackling adolescent exploitation and violence, children and young people's views, experiences and opinions have helped shape the plans we put in place, as well as increasingly, the support they receive and our systems change work and priorities. Children and young people up to the age of 25, as well as their parents and foster carers will help shape our Vanguard programme at different levels, and over the course of the 3-year programme, will focus our participation work on young people leading and influencing this agenda more powerfully.

The programme works regionally across Newham and Waltham Forest and will be delivered by a dedicated multi-disciplinary response team, which will be integrated into current service provision.

Overall Purpose of the Job

- To undertake and provide a kind and empathetic listening ear for children, young people*, parents/carers and families and to engage with a variety of clinical and therapeutic tools in order to respond to their specific needs and concerns, and supporting them to build positive, protective relationships.
- To be an integral part of the Vanguard Clinical Team delivering whole family support.
- To provide support to other practitioners who are working directly these children, young people and their families (including in partner agencies and Voluntary Sector Providers) to shape and deliver a relational and trauma-informed programme of structured support that will help these families understand risk factors, develop positive strategies, and prevent them from becoming involved in violent crime.
- To work in partnership with other key internal and external agencies to develop and deliver bespoke packages of support via an intensive, systemic and solution-focused approach.
- The post holder will undertake relevant administration tasks in a timely manner adhering to deadlines within the programme delivery that ensure the quality and smooth running of the groups and workshops.
- To promote the emotional well-being and positive mental health of children and young people through 1:1 work and the implementation of evidenced based group interventions.
- To provide purposeful support and guidance in the context of a challenging inner-city environment; creating or supporting personal plans that combine direct delivery, virtual delivery, on-line tools and using integrated support services.
- To apply principles of effective intervention and provide quality service to achieve positive, measurable outcomes for families and best value.
- To embrace hub and spoke working structure and work seamlessly in a multi-agency setting.

*The young people accessing this programme will have complex unmet needs and associated levels of high risk, high harm behaviours and vulnerability and often find themselves in the justice, secure, inpatient mental health and Looked after Children pathways.

Job Context

1. The post holder is part of the Vanguard Clinical Team which is a partnership between the London Borough of Newham and East London NHS Foundation Trust.
2. The post holder reports to the Operational and Clinical leads for the Vanguard Clinical team as part of matrix management arrangement and has an allocated line manager in Early Help, within the Children and Young People's Service..
3. The post holder has no line management or budgetary responsibility.
4. The post holder's usual working hours will be Monday – to Friday 9-5. There may be some evening work required to meet service need.

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.

1. Welcoming and engaging with children and young people who have been referred.
2. Facilitating conversations with children and young people, to understand their story and to identify the issues affecting them and giving information and guidance about services and opportunities to help with their emotional needs and resilience.
3. Case management of 1:1 or group work; working with young people to develop or implement a personal plan combining for example counselling with local providers, on-line support and positive activities. Coordinating regular reviews of the personal plan with the young person and other agencies, if involved.
4. Drawing on evidence-based practice which includes a trauma-informed, relational and systemic approach as per the Children's Services Practice Framework.
5. Working in partnership with other key professionals including Early Help, Schools, Social Care, Youth Empowerment Service, Children's Health, CAMHS and the voluntary and community sector regularly to identify and when further targeted or clinical support may be needed.
6. Efficiently managing the work load and ensuring that all contact work and outcomes are documented evaluated and that data is inputted on a weekly basis to feed into reporting.
7. Responsible for managing and day-to-day troubleshooting of planned interventions to ensure that targeted activities take place.
8. Promote activities to specific young people and meet and screen others who self-refer and are referred to the programme.

9. Responsible for identifying and reporting any safeguarding concerns to Designated lead and compliance with the safeguarding process.
10. Reflective Practice supervision sessions; both group and 1:1
11. Attending weekly team meetings
12. Opportunity to work alongside and learn from a multi-disciplinary team of specialist mental health practitioners, parent facilitators' community practitioners and researchers.
13. 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.
14. 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.
15. To ensure that Health and Safety and Safeguarding policies and procedures are followed at all times.
16. To work flexibly within the community and take part in an on-call duty rota system, evenings and weekends if required.
17. Work to the prescribed quality standards set for the provision.
18. To carry out any other duties in line with the purpose and grade of the job.

Politically Restricted Posts

In accordance with this legislation, this post is politically restricted and as such the post holder must refrain from being a candidate for election, an election agent or sub agent, an officer of a political party, or subcommittee of such a party or canvass, speak to the public at large, publish written or artistic work or display posters in support of a political party or sub-group of such a party.

Personal Specification

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Criteria:	Method of Assessment:
<p>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.</p> <p>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.</p>	
<p>Knowledge:</p> <ul style="list-style-type: none"> • Understanding of a relational, systemic and trauma-informed approach to serious youth violence and exploitation from a community perspective. This will involve understanding ways of working alongside young people to develop solutions that address the underlying social, emotional and mental health that underlie serious youth violence and exploitation. • An awareness of relevant children's legislation and policies – particularly in relation to exploitation and contextual safeguarding. • Good understanding and awareness of contextual safeguarding principles and issues, including risk assessment. • An understanding of delivering culturally appropriate services that are responsive to the needs of young people and their families. 	Application Form / Interview / Test

<ul style="list-style-type: none"> • Accountable for ensuring the highest professional standards and professional conduct. • An understanding of delivering culturally appropriate services that are responsive to the needs of young people and their families. • Knowledge and awareness of the issues relating to communities from different ethnic and cultural backgrounds and Equal Opportunities. • Some understanding of working with community, voluntary sector and / youth services and /or activist groups who work with the most marginalised young people. 	
<p>Qualifications:</p> <ul style="list-style-type: none"> • Evidence of continuous professional development • NVQ Level 2 (minimum) in a children and young person related field or significant equivalent demonstrable experience of delivering formal or informal education with young people • Minimum 5 A*-C grade GCSEs (including Maths and English) • Significant facilitation experience and experience of designing and developing training resources and materials. 	<p>Application Form</p>
<p>Experience:</p> <ul style="list-style-type: none"> • Experience of a relational, systemic and trauma-informed approaches to serious youth violence and exploitation from a community perspective. • Significant experience of providing formal and informal learning opportunities for vulnerable young people in schools, youth provisions, community or voluntary sectors. 	<p>Application Form / Interview / Test</p>

<ul style="list-style-type: none"> • Experience of 1:1 casework and/or group work; delivering evidence-based strategies and interventions to promote a young person's positive wellbeing and mental health in a range of settings: including working with individuals, small groups. • Delivered structured learning activities in the school and community settings. • Planning, delivering and evaluating projects in schools, youth provisions or community and voluntary sectors. • Supported young people to take a lead in delivering projects. • Experience of developing strong and supportive working relationships with new organisations, schools, parents and carers. • Experience of delivering training with and for young people. • Experience of working with residents and service users to improve outcomes for children. Comprehensive experience of delivering positive change for at risk young people and families. • Experience of communicating verbally and in writing with parents, schools and community groups • Experience of working efficiently, effectively and accurately in a community and virtual settings. • Experience of using own initiative and creativity to achieve results. • Experience and appreciation of some of the richness and complexities of working inter-culturally and a passion for working with marginalised and vulnerable young people within an inner-city London context and/or young people who are 'gang-affected'*. 	
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<ul style="list-style-type: none"> • Some experience of working with community, voluntary sector and / youth services and /or activist groups who work with the most marginalised young people <p>Desirable:</p> <ul style="list-style-type: none"> • Experience of organising virtual meetings and events, creation of online content and use of a variety of platform, social media know how. • Experience of undertaking administrative functions of facilitating and monitoring groups, workshops and outreach. • Experience working with young people with SEND and support needs. • Experience of promoting positive mental health and wellbeing. • Experience of child protection and corporate parenting work with children and families 	
<p>Skills and Abilities:</p> <p>Planning and Organising</p> <ul style="list-style-type: none"> • Ability to organise own workload and ensure work is completed to a high standard and to deadline. • Ability to assess young people's individual needs and differentiate programme and materials accordingly • Ability to successfully plan and deliver projects to a timescale. • Ability to manage time effectively with low support needs and able to prioritise work effectively. • Using the evidence base to inform planning, measure progress and achieve rationale based outcomes. • Ability to work to Key Performance Indicators. 	<p>Application Form / Interview / Test</p>

<p>Problem Solving and Initiative</p> <ul style="list-style-type: none"> • Experience of contributing and using judgement to find innovative ideas in order to solve problems. • Ability to make decisions at a level appropriate to the role, achieves success, create innovation and embrace change. <p>Teamwork and development</p> <ul style="list-style-type: none"> • Able to demonstrate continuing development related to role and contribute positively to the process of supervision, reflective practice, development reviews. • Proactively seek out and use current reports, research and government guidance and policy in the field of mental health and wellbeing. • Take personal responsibility for aims, objectives and outcomes • Able to lead, collaborate and work with colleagues and school and community partners to improve outcomes for young people. • Able to be part of challenging conversations to resolve difficulties in practice and further develop skills and practice through supervision and reflective space. <p>Communicating and Influencing</p> <ul style="list-style-type: none"> • Excellent communication, influencing and networking skills and ability to negotiate effectively and achieve desired outcomes. • Ability to embed the following values through all interactions and practice <ul style="list-style-type: none"> – Empathy – Non-judgemental – Active and reflective listening skills – Validating and acknowledging – Boundaries and role modelling behaviours • Ability to deal with sensitive information in a confidential manner. 	
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<ul style="list-style-type: none"> • A good understanding of safeguarding processes and your role in recording and reporting safeguarding concerns. 	
<p>Knowledge</p> <ul style="list-style-type: none"> • A thorough knowledge of current issues affecting young people's mental health and wellbeing, including the philosophy and practice which underpins youth and outreach work and how this can be used to support young people to engage with activities and overcome some of the barriers they face. • Knowledge of the local demographic within Newham • Understanding of relevant Health and Safety and child protection procedures. • Good knowledge, understanding and ability to use a wide range of ICT applications; including virtual conference platforms, document sharing platforms and Microsoft office products • Good standard of literacy (including spelling, punctuation and grammar) and numeracy. • Experience of using a trauma sensitive/informed approach. 	<p>Application Form / Interview / Test</p>
<p>Personal Style and Behaviours</p> <ul style="list-style-type: none"> • Passionate about improving life chances for vulnerable young people and their families. • Champions equity for young people and equality and diversity in their practice • Dynamic and driven to achieve personal and team goals • Ability to work in a flexible way. • Takes personal responsibility for making things happen. 	<p>Interview</p>

<ul style="list-style-type: none"> • Ability to work efficiently and effectively and actively looks for ways of improving services and outcomes for young people. Takes pride in delivering high quality work. • Perseverance - Shows energy, creativity, determination and a high drive for achieving outcomes 	
<p>Other Special Requirements:</p> <p>This role is subject to an Enhanced DBS check and is exempt from The Rehabilitation of Offenders Act (1974).</p>	<p>Application Form</p>