

Job Description



Job Title: Engage Specialist Youth Practitioner	Service Area: Operations & Safeguarding	
Directorate: Children and Young People Services (CYPS)	Post Number: Fusion	Evaluation Number: JE6973
Grade: PO1	Date last updated: August 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.

Overall Purpose of Job

To work as a dedicated specialist practitioner/Youth worker on the Engage (Youth Work in Custody) Bi-Borough Programme (Newham & Waltham Forest) and deliver intensive, time-limited outreach youth support to children and young people who have been arrested and are being held in police custody, identifying where there may be an emerging risk of exploitation, extra-familial harm or where there is a risk of offending/re-offending. Our aim is to establish a trusted relationship and offer voluntary intervention that helps the children/young people steer clear of the Youth Justice System.

The Youth Justice Service works with children and young people up to the age of 18.

The main aim of this project is to work with children who attend police custody suites across the London Borough of Newham and London Borough of Waltham Forest and deliver intensive, time-limited outreach youth support to children and young people who have been arrested and are being held in police custody, identifying where there may be an emerging risk of exploitation, extra-familial harm or where there is a risk of offending/re-offending. Our aim is to establish a trusted relationship and offer voluntary intervention that helps the children/young people steer clear of the Youth Justice System.

This is a programme funded by MOPAC who require the following objectives:

- The programme provides 2 dedicated Youth Justice Service Engage Workers to see all under 18s detained in attend police custody suites across the London Borough of Newham and London Borough of Waltham Forest with the aim of reaching them at a 'teachable moment' and help set these young people on more positive paths. The ambition is that this will further reduce the risk of children entering the Criminal Justice System and ensure they are engaged with intervention at the earliest opportunity to support diversion from offending. Many of the children seen in custody are at a crisis point and we hope to engage with our youth workers when offered the chance. This project will provide a platform for this to happen and to take these relationships outside of the custody area.
- The project aims to work with children in police detentions within Newham and Waltham Forest. It will identify risk factors relating to Serious Youth Violence (SYV) and ensure appropriate and targeted responses via local interventions and provisions.
- The project will ensure a dedicated and trained practitioner provides intervention in police custody at teachable, reachable moments and beyond, including:
- Direct and independent work with young people (separate to the criminal investigation) using relational and evidence-based approaches such as restorative practices and brief solution focused therapies.
- Signposting and facilitating the introduction of parents to targeted interventions within the local area.
- The youth practitioner will gather some information which will allow the worker to complete the Warwick-Edinburgh Mental Wellbeing Scales (WEMWBS). Following their release from custody, they will then arrange to meet again within 48 hours to explore possible crime diversion activities, educational/training opportunities or to work with the family as a whole.
- They will offer a minimum of 3 sessions – one in custody and two potential sessions in the community with the purpose to encourage the take up of positive activities or whole family work via specialist local authority services. This will be promoted to help address issues at home that may have contributed to the actions which got the young person arrested.

There are a large number of Key Performance Indicator's (KPI's) to report on each quarter (outputs and outcomes).

Job Summary

1. The post holder reports to the Engage Project Lead
2. The post holder has no direct line management responsibility, however will be responsible for offering supervision support to volunteers.
3. The post holder has no budgetary responsibility.

4. The post holder may be required to work evenings, weekends and occasional public holidays.

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 undertake all responsibilities listed below:

- To deliver teachable moment interventions and welfare checks to children and young people who are at risk of or involved in serious youth violence with the aim of preventing them from heading down future paths of criminality and offering them a safe, reflective space to plan changes in their lives.
- To work collaboratively within an inter-disciplinary service to promote children and young people's educational and emotional development and wellbeing.
- To work with children, young people and families from a diverse range of backgrounds recognising cultural differences 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 advise on bespoke packages of support via an intensive, systemic and relational approach 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.
- To plan, deliver and review an intensive time-limited, evidence-based support intervention using a systemically informed practice model to children/young people in custody.
- To be persistent and creative in motivating children and young people to create change, working in partnership with a range of internal and external agencies providing relevant and time sensitive updates
- To work effectively with the police and other agencies 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.
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- To support children and young people by providing them with practical support and coping strategies required to help them avoid entering the criminal justice system
 - 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, the police 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 and community 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, making best use of local community services and volunteer workers
 - 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.

Other Duties

- To assist with the management of complaints/enquiries from service users in particular dealing with complex and contentious cases, conducting meetings and interviews to ensure that services provided are clear, accountable and responsive to customer/user needs.
- Undertake such other duties as may be determined within the general scope of this post.
- To take individual and collective professional responsibility for championing the council's diversity agenda, proactively implementing initiatives which secure equality of access and outcomes. Commit to continual development of personal understanding of diversity.

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.

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.

CRITERIA- Essential	METHOD OF ASSESSMENT
KNOWLEDGE:	
Knowledge of current practice and service development issues concerning young people who offend and their families	Application and Interview
Knowledge of the principles and application especially around Crime and Disorder Act 1998, YJB national standards and Children Act legislation.	Application and Interview
Knowledge of the causes of crime and effective methods of reducing offending behaviour	Application and Interview
Knowledge of "Outcomes" concepts, quality assurance methodology and change/project management techniques.	Application and Interview

<p>Knowledge of Restorative Approaches within a Youth Justice context.</p> <p>Understanding of and commitment to implementation of anti-discriminatory practices and equal opportunities policy.</p> <p>Knowledge of the range of activities provided by the local community</p> <p>Knowledge of diverse, multi-cultural communities and their needs</p> <p>Ability to manage dealing with high risk and complexity in a way that delivers effective management of risk and vulnerability and produces good outcomes</p> <p>Sound risk assessment skills for youth justice and safeguarding work</p> <p>To be flexible and co-operative with colleagues from other agencies and to be able to work effectively within a complex supervisory structure.</p>	<p>Application and Interview</p> <p>Application and Interview</p> <p>Application and Interview</p> <p>Application and Interview</p> <p>Application and Interview</p> <p>Application and Interview</p>
<p>EDUCATION/QUALIFICATIONS</p> <p>Educated to a graduate level or equivalent</p> <p>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.</p>	<p>Application and Interview</p> <p>Application and Interview</p>
<p>SKILLS AND ABILITIES:</p> <p>Ability to assess need and risk and analyse this information in order to plan effective intervention.</p> <p>Ability to deliver effective interventions within a specified time scale that achieve positive, measureable outcomes for families.</p> <p>Ability to form positive relationships with children and young people who are in distress, and engage, and motivate them to work towards change.</p> <p>Ability to work in partnership with children, young people,</p>	<p>Application and Interview</p> <p>Application and interview</p> <p>Application and Interview</p>

their families and with carers, and other providers using good communication, influencing and networking skills to negotiate effectively and achieve desired outcomes	Application and Interview
Ability to form appropriate professional relationships and boundaries with children, young people, carers and their families.	Application and Interview
Ability to work effectively as part of a team.	Application and Interview
Ability to provide clear, accurate, and timely case recording and summaries, letters and reports, and the ability to present reports.	Application and Interview
Ability to organise task and workload independently and meet timescales, demonstrate accountability and seek appropriate management oversight.	Application and Interview
Able to demonstrate continuing development related to practice and to contribute positively to the process of supervision and appraisal.	Application and Interview
Demonstrable IT skills and competence, and willingness to undertake further training to develop in this area to support the work of the service.	Application and Interview
Ability to integrate an equality, social inclusion, and valuing diversity approach in service delivery.	Application and Interview
Demonstrate professional competency and integrity and an awareness of their role as a representative of the local authority.	Application and Interview
Ability to manage conflict and maintain a professional interface with all stakeholders.	Application and Interview
Ability to work on own initiative and under pressure.	Application and Interview
Ability to be self-confident and assertive, with good teamwork skills.	Application and Interview
Goal/outcome focused, with problem solving skills.	Application and Interview
Ability to develop the practice skills of others through a range of methods including reflective supervision, coaching, observation & feedback, training and joint working.	Application and Interview
Able to produce high quality evidence based assessments & reports and have well developed written and oral communication skills.	Application and Interview
Competent in the use of YJS & Social Care Case Management Systems.	Application and Interview
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<p>EXPERIENCE:</p> <p>Substantial and recent practitioner experience in a YJS setting and understanding in prevention</p> <p>Experience of successfully working within a Child and Youth focused or Youth Justice focused organisation.</p> <p>Experience of building effective relationships with young people, families and other professionals.</p> <p>Experience of multi-agency working including stakeholder and partnership engagement.</p> <p>Experience of managing change and service development work</p> <p>Experience of working in a multi-cultural context.</p> <p>Experienced and competent user of IT MS Office packages.</p> <p>Experience of writing reports and meeting conflicting deadlines.</p>	<p>Application and Interview</p> <p>Application and Interview</p> <p>Application and Interview</p> <p>Application and Interview</p> <p>Application and Interview</p> <p>Application and Interview</p> <p>Application and Interview</p>
<p>PERSONAL STYLE AND BEHAVIOUR:</p> <p>Commitment to improving the lives and opportunities of children and young people.</p> <p>High level of emotional intelligence, and ability to be non-judgemental and neutral (putting aside own views) when listening and consulting.</p> <p>Able to build rapport quickly and to earn respect and trust with a range of audiences.</p> <p>Must be a skilled and effective communicator with a good standard of literacy (including spelling, punctuation, grammar) with strong interpersonal skills.</p> <p>Demonstrable skills in developing positive relationships with partners in other parts of the Council, statutory agencies and voluntary and community sector organisations.</p> <p>Willingness to work outside 'normal' hours will be required.</p> <p>Physical capacity to attend meetings.</p> <p>Commitment to principles of equity, diversity and inclusion, including anti discriminatory practice.</p>	<p>Application and Interview</p> <p>Application and Interview</p> <p>Application and Interview</p> <p>Application and Interview</p> <p>Application and Interview</p> <p>Application and Interview</p> <p>Application and Interview</p> <p>Application and Interview</p>
<p>OTHER SPECIAL REQUIREMENTS:</p>	

This role is subject to an Enhanced DBS check and is exempt from The Rehabilitation of Offenders Act (1974).	Satisfactory clearance at conditional offer stage
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