

Job purpose and person specification

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| Job Title: | Young Peoples Worker |
| Service: | Children and Safeguarding Services |
| Grade: | 6 |
| Reports to: | Early Help Assistant Manager |

Job Purpose:

- The role of the Young People's Worker is to provide a mixture of individual and group interventions with young people and parents to improve outcomes, reduce risk and build resilience.
- You will work to assess and identify the most appropriate evidence based programmes aiming to address issues including family breakdown, exploitation, NEET and risk of NEET. You will then lead the delivery of interventions, using effective engagement techniques and ensure that families can progress smoothly, identifying step down support.
- You will lead on targeted issue based or themed groups, undertake street youth work alongside partners when required as well as deliver summer programs that support young people's positive progression or retention in to Education, Employment and Training.

Principal Accountabilities:

- 1) Support young people and their families on a 1:1 basis by:
 - Engaging with young people, developing and maintaining supportive and empowering relationships founded on mutual respect, trust.
 - Providing individual interventions with a caseload of young people and/or parent, act as the Lead Professional when required or deliver support as part of a Children's Social Care plan.
 - To accurately assess young people and families, triaging when required, and create plans that are appropriately targeted, offering the right service at the right time.

- To act as the Early Help Lead Professional when appropriate. Participate in, and chair when required, TAF and professional meetings providing accurate and up to date information regarding work undertaken.

- To promote young people's voice and collaboration through feeding back on service delivery, influencing change and developing future services

2) Support the reduction of the cohort of young people who are NEET/unknown by:

-Pro-actively contributing to the Annual Activity Survey and the September Guarantee.

-Undertake specific NEET reduction work through 1 to 1 and group interventions focussing on vulnerable groups such as Children in Care, Care Leaver, teenage parents, those in the criminal justice system and those who have Special Educational Needs and Disabilities.

3) Deliver evidence based group work to challenging and vulnerable families that supports the development of family resilience, improved relationships and greater understanding of parenting teens by:

-Plan, deliver and evaluate targeted issue based or themed group work in various settings with young people that are youth led, creative, safe and engaging which also deliver positive outcomes against agreed actions.

-Respond to issues such as ASB, CSE and Criminal Exploitation through targeted youth work and programmes, supporting young people to access diversionary activities which reduce risky behaviours.

-Ensure that all aspects of projects, programmes or activities are delivered in safe and professional manner and have the ability in accordance with the project plan and the set objectives.

- Use creative and imaginative engagement techniques to support young people's attendance throughout delivery to maximise the impact of the activity

-To promote young people's voice and collaboration through feeding back on service delivery, influencing change and developing future services

4) Maintain up to date records:

-Ensure that recording is completed and that systems are up to date with young people's information including:- group work session notes, registers, accident / incident forms and evaluations as well as individual case notes, action plans and reviews according to practice standards.

- To assist in the day-to-day administrative duties as appropriate, and to produce written reports, and keep systems up to date.

5) Follow organisational processes and policies:

-Be responsible for implementing organisational processes and policies such as health and safety, risk assessment, safeguarding, escalation and that these are recorded on relevant systems.

- Work independently with young people in a variety of locations including their homes, schools and community hubs, implementing Cambridgeshire County Council's lone working policy to safeguard both employees and young people.

6) Actively participate in & demonstrate a commitment to CPD opportunities and supervision:

-Actively participate in regular, peer and clinical supervision ensuring continual personal development as well as contributing to the development of the wider service.

- Keep up to date with information and professional development.

- Contribute to the development of effective systems.

- Access training and development opportunities.

- Contribute to the performance review and supervision process.

- Contribute to continuous improvement processes and quality standards.

7) Partnership working:

-Maintain close working partnerships with schools, colleges and other relevant agencies to share information and work in a systemic manner to support young people in the service.

8) Flexible approach to work:

-Work flexibly to meet the needs of the service including evenings & weekends when required.

Job Knowledge, Skills & Experience:

Minimum levels of qualifications and/or equivalent experience required for this job

| Qualifications Required | Essential /desirable |
|---|-----------------------------|
| A relevant qualification at level 3 or above | Essential |
| Relevant professional qualification at level 4 or above (Youth Work, Teaching, Social Work or equivalent) | Desirable |

Minimum levels of knowledge, skills and experience required for this job

| Knowledge & understanding | Essential / describe |
|--|----------------------|
| Knowledge and understanding of group work session planning including learning styles and engagement approaches and how to secure high participation through publicity and marketing campaigns. | Essential |
| Knowledge and understanding of the issues facing young people and parents of teenagers. | Essential |
| Knowledge of relevant legislation in relation to safeguarding young people. Knowledge of safeguarding, child protection and escalation procedures | Essential |
| Knowledge of the services, activities and support available for young people within their communities. | Essential |
| Knowledge of how to support improved outcomes for young people through specific group interventions. | Essential |
| Knowledge of legislation relating to the raising of the participation age and how this affects young people's choices post 16. | Essential |
| Up to date knowledge of evidenced based group work, programmes and project interventions that address risky adolescent behaviour. | Desirable |
| Good understanding of evidence based parenting programmes. | Desirable |

| Skills and Abilities | Essential / describe |
|--|----------------------|
| Good communication skills with both young people, parents and carers, partners and colleagues. | Essential |
| Ability to organise, plan, deliver and evaluate projects, programmes and activities within deadlines. | Essential |
| Effective administration & ICT skills. | Essential |
| The ability to write objective assessments and to complete accurate triage as part of work with young people | Essential |
| The ability to chair multi agency meetings; work as part of a wider multi-disciplinary team and to engage with a wide range of partnership agencies. | Essential |
| Ability to listen to, motivate and engage young people and parents experiencing a wide range of issues in individual and group work learning to support their needs. | Essential |
| Skills in evaluating practice and creating innovative approaches | Desirable |

| Experience | Essential / describe |
|---|----------------------|
| Minimum of 2 years' experience delivering projects, programmes or activity to young people or families with a wide range of issues. | Essential |
| Experience of actively engaging young people and parents in decision making. | Essential |
| Experience of multi-agency and partnership working to ensure the best outcomes for young people | Essential |
| Experience of working with vulnerable and challenging young people to improve outcomes and improve life chances. | Essential |
| Experience of project planning, delivery and evaluation and reflective practice. | Essential |
| Experience of overseeing support staff and volunteers in a project environment. | Desirable |
| Disclosure Level | Enhanced |
| What work type does this role fit into? | Flexible |