

<b>Job Title:</b> Youth Restorative Intervention Worker	<b>Role Profile Number:</b> PCDN82
<b>Grade: M</b>	<b>Date Prepared:</b> 01.06.21
<b>Directorate/Group:</b> Children's Services, Youth Justice Service	<b>Reporting to:</b> Youth Justice Service Assistant Team Manager
<b>Structure Chart attached:</b> No	

### Job Purpose

- To take a key role in assisting in the development of the Youth Justice and Liaison provision in Swindon.
- To provide Youth Restorative Intervention assessments, focussing on the nature of the offending behaviour and the associated needs of the child or young person. This will involve face to face meetings with young people and their parents / carer to consider risk and safety and well-being concerns, the social and economic factors linked to the offending behaviour and the appropriate support that the Child and their parent / carer require to address the offending behaviour to prevent further offending.
- The role will entail the primary screening of young people who have been taken into Police Custody, where it has been identified by Police staff that there are concerns regarding Child Exploitation. The Liaison and Diversion worker will meet with the child / young person whilst in the police cells to discuss risks and safety concerns, making assessments with regards to Child Exploitation. They will ensure that relevant referrals and follow up action are then completed to support and safeguard the child. To screen and assess all young people who are deemed suitable for an Out of Court Disposal, in order assess whether they require further support or intervention in response to any emotional, mental health or social based needs.

### Key Accountabilities

- To screen/assess all young people who are detained at the Police Station and it is identified that their anti-social or offending behaviour can be addressed with an 'Out of Court Disposal', in order to assess whether they require further support with any emotional, mental health or social needs. The screenings and assessments will help to inform the police Out of Court Disposal decisions, with the aim of diverting young

people from the criminal justice system. These assessments will be gatekept by your line manager.

- To make contact with those young people who may have been released without a screening taking place, to offer the service in the Community. The screening will then inform the Youth Restorative Intervention Panel about the Out of Court Disposal options.
- When assessed as being safe to do so, to undertake home visits to screen young people if they have not been screened in police custody.
- To attend Police Custody and screen/assess all young people where it has been identified by Police staff that there are potential Child Exploitation concerns. To ensure that appropriate referrals and follow up action are taken to support and safeguard the child
- To provide an information and advice service to young people, their families and professionals on the resources and services available for children, young people and families.
- To formulate positive relationships and pathways with Police and other agencies to ensure that screenings/assessments are completed and referrals are accepted.
- The practitioner will take a proactive role in ensuring young people engage with services they have been referred to, and that regular follow-ups with these services are undertaken to check the progress and engagement of the young person.
- To attend and present assessments to the Youth Restorative Intervention Panel, to help inform decision making about the most suitable intervention of support for the child / young person.
- To identify where gang affiliations are issues for young people and provide appropriate referral and/or intervention.
- To complete outcome measures and provide timely agreed data as appropriate for managers and commissioners in line with the Liaison and Diversion scheme.
- Identify and arrange appropriate opportunities for community reparation, working in partnership with other agencies within the local voluntary and commercial sector.
- To identify, develop and risk-assess a range of community reparation placements suitable for young people and to co-ordinate the supervision of young offenders undertaking community reparation activities.
- To be able to demonstrate that Reparation is managed in line with National and Local standards.

### **Supplementary Accountabilities**

- To maintain a high standard of recording on all cases using appropriate youth justice case management systems.
- To respond to requests for information/statistics relevant to the accountability of the Youth Justice Service to its funding agencies.

- To operate within the context of Health, Social Care, Youth Justice, Professional Regulatory and any other relevant legislation.
- Maintain and develop skills through training and supervision.
- To remain up to date with practice developments, research findings and knowledge of youth justice and relevant childcare legislation.
- To undertake other relevant duties as required by your line manager or undertake any other tasks required which help with the development of the service.
- To achieve agreed service outcomes and outputs, and personal appraisal targets, as agreed by the line manager.
- To undertake training and constructively take part in meetings, supervision, seminars and other events designed to improve communication and assist with the effective development of the post and post holder.
- To ensure that customer care is maintained to the agreed standards according to the council's values. To ensure that a high level of confidentiality is maintained in all aspects of work.
- In order to deliver the service effectively, a degree of flexibility is needed and the post holder may be required to perform work not specifically referred to above and which is on occasion outside of normal working hours and/or at locations that differ from the primary place of work. Such duties, however, will fall within the scope of the post, at the appropriate grade.
- To deliver the council's commitment to equality of opportunity in the provision of its services. All staff are expected to promote equality in the work place and in the services the council delivers.
- To understand issues of confidentiality and consent in relation to young people.

### **Knowledge & Experience**

*Candidates must have substantial knowledge and experience in the following areas of business and will be required to provide evidence of this:*

- knowledge of legislation, policy and practice guidance, in particular the frameworks for protection and support for children and young people presenting with high risks and vulnerabilities.
- Knowledge of relevant youth justice, social care and Police legislation.
- To recognise the professional duty of care to protect where clients present a risk to themselves or others, and comply with statutory requirements regarding child protection including the Children Act 1989 and Hidden Harm guidelines.
- Experience of undertaking complex assessments of a young person's health, emotional and social needs and communicating effectively with the young person/family what the plan of intervention will be.
- Experience of working in a community or outreach setting, or working with young people in relation to supporting their health, emotional and social needs.

- Experience of working within multi-agency frameworks; preferably with experience of creating and maintaining referral pathways to other agencies.
- Knowledge and understanding of the range of interventions applied to children and young people to assist in facilitating changes in their lives.
- Good verbal, written and presentation skills.
- Good interpersonal skills in order to communicate and negotiate effectively, both inside and outside of the Youth Justice Service.
- Experience of working with young people and their families in a social services, education, health or other main agency setting.
- Knowledge of child protection procedures and challenging behaviour programmes
- Ability to work on own initiative
- Ability to deal with families in crisis and sensitive issues which can impact on emotional and physical well-being.
- Current driving licence and use of vehicle or have equivalent mobility.
- Needs to have skills in dealing with young people who sometimes present challenging behaviour.

### **Qualifications**

- A-Level, A-C Grade or equivalent experience in assessment, report writing and presentation skills.

### **Decision Making**

- A sound knowledge of assessment and intervention approaches as applied to adolescents with emotional and behavioural difficulties, or having experienced abuse and neglect, developmental trauma, relationship and attachment difficulties or engaging in deliberate self-harm, risk taking, offending and substance misuse.
- Capacity not only to complete screenings and assessments but then to analyse the information, evaluate results and choose the best approach to address problems and manage risks.
- Experience of engaging children & young people to address their presenting needs in a range of settings. The ability to forge professional pathways and support young people into accessing community based provisions.
- Ability and a willingness to take appropriate evidence-based decisions about children in complex cases and an ability to work independently.

### **Creativity and Innovation**

- Ability to work independently and to prioritise effectively.
- Proven ability to work in a rapidly changing environment and respond positively to change.

- Experience of working in a multi-racial community and/or knowledge of race equality issues and an understanding of, and commitment to, equalities & diversities and a proven ability to translate equality principles into service delivery.

<p><b><u>Job Scope</u></b></p> <p><b>Number and types of jobs managed</b></p> <ul style="list-style-type: none"> <li>•</li> <li>•</li> </ul> <p><b>Typical tasks supervised/ allocated to others</b></p> <ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> </ul>	<p><b>Budget Holder</b></p> <p><b>Responsibility</b></p> <p><b>Asset Responsibility</b></p>	<p>No</p>
--	---	-----------

**Contacts and Relationships**

*(how the role relates to the work of others i.e. officers, groups, committees, general public, members, partner organisations, internal and external contacts of the council)*

- A strong ability to effectively communicate in writing and orally clinically sensitive information to young people, their families, support systems and a range of professionals.
- A good capacity to develop constructive and cooperative working relationships with professionals, including the Police, Social Care, health providers and other agencies.
- Proven ability to communicate effectively with clients, colleagues & staff, partner agencies and external organisations through written reports, at meetings, presentations and on a one-to-one basis.

**Other Key Features of the role**

(working environment / emotional / conditions i.e. regular outside work, unpleasant or hazardous conditions, practical demands such as standing, carrying or working in constrained positions, potential verbal abuse and aggression from people, or risk of injury).

<b>Employee Signature:</b>	Print Name:
<b>Date:</b>	
<b>Line Managers Signature:</b>	Print Name:
<b>Date:</b>	