



## Role Profile

<b>Job Title:</b> Turnaround Youth Worker	<b>Role Profile Number:</b> SBC_11559
<b>Grade:</b> M Grade <b>Salary:</b>	<b>Date Prepared:</b> Sept 2022
<b>Directorate/Group:</b> Children, Families, and Community Health	<b>Reporting to:</b> YJS Manager
<b>Structure Chart attached:</b>	Yes

### Job Purpose

To undertake interventions directly with young people in a variety of settings, wherever young people meet and develop their social education and divert from offending behaviour.

To identify, target and work with young people who are involved in anti-social behaviour and related disorder to identify their needs and introduce a programme of activities to provide new positive opportunities and experiences.

To utilize intelligence from the police and courts to deliver to children in Swindon recognised as requiring support and early intervention to take part in new positive opportunities and experiences.

Primarily, but not exclusively, the work will take place with young people and will be focused on the Turnaround project criteria and performance outcomes

To engage with young people at their “teachable, reachable” moments which will include custody, Court, and other opportunities. This will involve working with and as part of a multi-agency response to young people’s needs.

To offer targeted support through preventative strategies and direct work as part of a multi-agency team around the young person.

To offer one to one mentoring in line with the YJS model of practice focused on identity development for desistance

The post holder will work to promote:

- Strategies to mitigate the risk of exploitation for young people.
- Access to and participation in learning and work and promoting a successful transition to adulthood.
- Emotional resilience and positive mental health.
- Healthy choices and lifestyles.
- The voice and influence of young people within their local communities.

The impact of this work will be to:

- Reduce involvement in antisocial behaviour and criminal activity likely to require the involvement of the Youth Justice Service.
- Reduce the risk of exploitation for young people on the streets.
- Promote participation in education, employment and training with young people.
- Support young people whose families or support networks are breaking down or at risk of breaking down.
- Reduce the number of young people entering the care system late in their teens and minimise out of Borough placements for young people.
- Reduce health inequalities.

### **Key Accountabilities**

You will be required with support and training to:

- Build effective relationships with targeted groups of young people in order to help them assess their own needs with a view to overcoming barriers, building resilience and developing personal and social skills in order for them to meet their potential.
- Deliver impartial advice, guidance and support to young people, using evidence based methodology (YEF toolkit), to enable them to make informed choices and decisions and to make successful transitions into employment, education and training.
- Work in a multi-disciplinary team and in partnership with other agencies and professionals to ensure there is a coherent and consistent approach to addressing the needs of young people.
- Focus on early intervention and preventative work to increase young people's life chances combating problems before they escalate and so reduce the need for further interventions from specialist services.
- Communicate effectively with young people, to motivate them to address issues, and empower them to take responsibility and control of solutions themselves.
- Support the development and delivery of a youth work programme, using personal and social development interventions, and bespoke packages of support to meet the needs of young people. Enabling young people to develop a wide range of skills, capabilities, networks and relationships in order to make a successful transition into adulthood.
- Share information and contribute to statutory assessments as required.
- Contribute to multi-agency planning to ensure that all young people's plans are outcome focussed and subject to agreed quality standards to inform what works best. Attend and contribute to multi-agency meetings which have a specialist/statutory focus.
- Work with young people in their community context, promoting the ethos of good citizenship and an understanding of themselves and the communities in which they live.

- Contribute to a professional service that safeguards and promotes the welfare of vulnerable young people and families within their local and wider communities.

### **Supplementary Accountabilities**

- To advocate on behalf of young people to ensure that their voice is heard to take their views into account, and to enable them to have an influence in their local communities.
- To have a commitment to involve young people in the design, delivery and evaluation of services.
- To enable young people to build capacity to meet their own needs, and to develop their negotiation skills in order to support them in achieving successful outcomes.
- To contribute to the development of the role, the overall service and to community enablement.
- With support to work innovatively with partners and the community to help create a strong and growing level of support for young people.
- To work professionally and sensitively with a range of information, making good sound judgements regarding when it is appropriate to use and share.
- As a reflective practitioner to take part in regular supervision and appraisal processes.

### **Equal Opportunities**

The Children, Families and Community Health directorate is committed to working in a manner that does not discriminate against any individual or group regardless of ethnic origin, sexual orientation, disability, age, religion or gender.

### **Disclosure and Barring Service**

The nature of the work requires that the post-holder has undergone checks by the Disclosure and Barring Service and has the relevant level of Disclosure.

### **NOTE:**

This job description is intended as a general guide to the duties attached to the post and is not an inflexible specification. It may therefore be altered from time to time to reflect the changing needs of the department, always in conjunction with the post holder.

### **Knowledge & Experience**

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

- Recent experience of working with young people, current knowledge of youth cultures and the issues that affect young people.
- To demonstrate knowledge of child and young people's development including personal and social and emotional areas.
- To have excellent communication skills and ability to establish professional relationships with young people.

- To understand the complex and changing nature of relationships experienced by young people. To be able to use this knowledge with support to creatively work with disengaged young people and their families to help them to overcome barriers to personal, social, educational and economic progression.
- To demonstrate understanding and skills of assessment, planning and evidencing outcomes.
- To demonstrate the knowledge and experience of using the skills required to plan, deliver, and critically evaluate the delivery of accredited personal, social and emotional development education programmes and positive activities.
- Experience of working collaboratively with other professionals in order to coordinate a multi-agency response to the issues for young people.
- Knowledge and evidence of experience of working with vulnerable young people and families with an emphasis on early preventative intervention work.
- To be able to demonstrate evidence of understanding and working to promote equality of opportunity, challenge stereotypes with young people, families, professionals, and agencies.
- A working knowledge of recent legislation, central government policy and local policy and procedures that would be relevant to working with children and young people.
- Knowledge of why effective transition at various stages in life is critical for young people and how it can impact on confidence and achievement.

### **Qualifications**

Desirable:

A professional level youth work qualification:

- Specialist qualification (at least level 4) in a related field e.g. Youth Work, Youth Justice, Young People's Practitioner etc
- BA (Hons): three years full time (and part time equivalent) – level 6
- Graduate Diploma: two years full time – level 6
- PG Dip: one-year full time (and part time equivalent) – level 7
- MA: one year (and part time equivalent) – level 7

Driving licence and car or equivalent mobility

### **Decision Making**

- Making decisions through an understanding and demonstration of behaviours, culture and working practices that enable collaborative and effective multi-agency working.
- To support young people's personal, social and emotional development through working in line with appropriate protocols.
- To regularly make decisions in day to day operational situations in response to sudden changes in situations and circumstances associated with working with vulnerable young people.

- The awareness of confidentiality protocol in making day-to-day operational decisions about potential risk.
- With support to be able to make appropriate assessment of risk when working with young people.
- The ability to develop appropriate solution focused action plans following assessment.
- Confidence and experience to make appropriate autonomous decisions when working in the field.
- To be skilled at using the resources available, to use them effectively and to prepare and secure additional resources to meet specific needs.

**Creativity and Innovation**

- The ability to work on ones own initiative and also collaboratively with other teams and agencies.
- To work innovatively with partners and the community to help create a strong, sustainable network of support for young people and their families.
- To reflect on and improve performance by investing time in personal development to improve practice.
- To be able to prioritise and manage the workload with support using a wide range of strategies within a complex and demanding environment.
- To be flexible and creative in order to identify solutions to support young people to achieve greater resilience and self-sufficiency.

<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>• No line management</li> </ul> <p><b>Typical tasks supervised/allocated to others</b></p> <ul style="list-style-type: none"> <li>• None</li> </ul>	<p><b>Budget Holder</b></p> <p><b>Responsibility:</b> Lead and deliver a programme of evidence based Turnaround interventions</p> <p>Manage risk for the child and risk of harm in the public</p> <p><b>Asset Responsibility:</b> Laptop, mobile phones and equipment used in activities with young people</p>	<p>No</p>
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**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)*

- To build effective relationships with young people.

- To have knowledge and understanding of the rationale for and importance of multi-agency working and the opportunities and challenges it creates.
- To apply knowledge from their own background to the development and delivery of effective multi-agency working that meets the needs of young people.
- To establish good relationships with young people, parents, carers and the community in order to ensure that health, education, emotional, physical and social needs are met.
- To meet and work with young people on streets and in local settings.
- To build effective working relationships with a range of professionals such as YJS workers, Social Workers, Teachers, Health Professionals, Housing and the Police in order to plan and provide services to meet the needs of young people.
- To advocate, within professional boundaries, on behalf of young people with other professionals.

**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).

- Regular evening and weekend work is required for this role.
- Working in a variety of settings which will include Custody suite at Gablecross Police Station, Swindon Youth Court, A&E department GWH, schools, home visits, and other settings that provide a “reachable, teachable” moment to work with young people.
- To work effectively with individuals as well as small and large groups of young people.

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