

Job Description

Job Title	Sessional Support Worker (Casual)
Grade	Band F
Reporting To	Volunteer Co-ordinator
JD Ref	PC0109G

Purpose

To work directly with young people who are open to the Youth Justice Service, on a one-to-one basis or in a group activity work setting. To Support those young people in achieving positive outcomes and reduce offending behaviour.

To assist in the delivery of Youth Justice Services on a casual basis, as and when required, on evenings and weekends, working with young people who have offended or are risk of re-offending. To contribute to the overall strategy for the Youth Offending Service. To work with partner agencies, to ensure that the work of the team is effective in preventing and reducing youth crime and achieves best value in its practice.

To help achieve the objectives of the Youth Justice Plan, developing services that promote the interests of young people and that protect the interests of the community, by seeking to prevent and reduce offending behaviour by young people.

Main Duties And Responsibilities

Behavioural:

- Enjoy, achieve, create impact, and thrive in the role and organisation.
- Live our values in the role and organisation.
- Work independently and demonstrate an ability to adapt their approach to more complex cases.
- To represent the service in respect of young people in a many of different settings as and when required such as e.g. Courts/Police Stations/Schools.
- To independently facilitate any service providers programmes and report to the Team Manager.

Communication, Engagement and Training:

- To respond to young people's needs, as identified by assessment, reports and intervention plans, produced for young people who have offended or are at risk of offending.
- Your role would be to actively engage the young people to support them to reduce offending behaviours and led to positive transitions away from the criminal justice system.
- To work collaboratively with other professionals, parents and carers to ensure decisions affecting their children involve them.
- To attend and contribute to multi agency meetings as and when required, to work with partner

agencies as well as staff from different teams across the Local Authority to ensure that the safety and wellbeing of the young person is managed as well as the Risk of harm the young person may pose to the Community.

- To attend team meetings and participate in staff development and training.
- To attend and contribute to multi agency meetings as and when required, to work with partner agencies as well as staff from different teams across the Local Authority to ensure that the safety and wellbeing of the young person is managed as well as the Risk of harm to the young person may pose to the Community, i.e. child protection conferences or review meetings, alongside the child's social worker as appropriate, as a Council representative.
- Be creative in finding new approaches to engage families and work creatively with colleagues.
- To feedback to Youth Justice Team Leaders/Managers and staff any problems in relation to the effective provision of services and/or policies.
- To participate in initiatives that contribute to continuous organisational or personal development, with reference to new legislation, equal opportunities policies and practice and training requirements.
- Provide support to children and families, this may mean consistent and regular contact in the family home or community venues, using a range of skills and approaches to engage them in positive change which will improve their outcomes and life chances.
- To develop and implement effective interventions with young people.
- To undertake home visits and/or transport/escort young people in relation to statutory appointments and interventions as required.
- Supporting young people and their families to access identified resources, where particular needs have been identified.

Data Analysis and Decision-Making:

- To undertake assessments and intervention plans with young people and their families, to support the intervention work that you will undertake.
- Plan and deliver individual programmes of support, ensuring that vulnerable children, young people and families achieve better outcomes leading to improved life chances.
- To identify the young people who are assessed as vulnerable or a significant risk to others and develop and implement a tailor-made package for them.
- Complete referrals to more appropriate resources where a more detailed or specialised assessment is required.

Compliance:

- Adhere to and comply with all relevant corporate policies and procedures including Health & Safety, General Data Protection Regulations (GDPR), Corporate Governance and Code of Conduct.
- To deliver and implement programmes/interventions, (including restorative justice), within the requirements of National Standard policies, procedures and practice guidance.
- To undertake bespoke activities in the form of group work or one to one, to complete risk assessments for activities and input and complete are the Local Authorities Evolve system for health and safety purposes.
- To ensure Risk of Harm to Others and the safety and wellbeing of the young person is appropriately assessed and Policy Procedures are adhered to.



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- To take all necessary action, including notifying relevant agencies to ensure the safety and wellbeing of the young people under supervision.
- Accurately record and maintain clear, concise, and high-quality case management and other records on IT systems with relevant information within the service and maintain accurate records of work carried out with young people.
- To ensure that individual professional standards are maintained in line with agreed levels including full compliance with policy or procedural guidelines.
- To maintain and develop accurate case records both manually and electronically.

Other:

- Any other duties commensurate with the grade.

Role Specific Knowledge, Experience And Skills

Qualifications

- NVQ 2 in Youth Work field or equivalent qualifications

Desirable

- Degree or professional qualification in relevant field

Knowledge & Skills

- Knowledge and experience of working with young people to deliver regular face to face or Group work interventions with young people
- Understanding and knowledge of safeguarding
- Ability to develop and maintain effective relationships and communications with young people, other agencies and service providers
- Have a clear understanding of equal opportunity and its importance in relation to Youth Justice practice
- Good communication skills with adults and young people, particularly those young people who are harder-to-reach and/or disaffected
- IT skills
- Good advocacy and negotiation skills

Desirable

- Knowledge of relevant legislation, including Crime and Disorder and Children's legislation
- Knowledge of importance of teamwork
- Knowledge of health, safety, and other legal responsibilities inherent when offering a service to young people
- Knowledge and understanding of the principles of restorative justice

Experience

- Working with challenging behaviour
- Ability to work as a member of a team
- Ability to also work on you own and be able to manage challenging situations



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- Demonstrable commitment to anti-oppressive practice
- Commitment to a young person-centred approach
- Commitment to restorative justice principles
- Commitment to working as part of a multi-agency service
- An understanding of the factors which contribute to young people becoming involved in offending
- Working in an anti-discriminatory and anti-oppressive manner
- Experience of working with differing priorities within multi-disciplinary working
- Developing individual packages of support and translating them into effective integrated support plans aimed at supporting young people and their families
- Continuing Professional Development (CPD)
- Operational experience of working with children, young people and families with complex multifaceted issues

Desirable

- Previous experience of working in the Youth Justice Service
- Experience of practice recording to demonstrate outcomes of service delivery with young people
- Ability to work under pressure and meet deadlines
- Group work skills
- An understanding of and a personal commitment to the Vision and Values of Wirral Borough Council
- Information technology skills

Additional Information

Exercise emotional intelligence and demonstrate a developing emotional resilience in relation to the job.

Required to work outside office hours to meet the needs of children and families, therefore, must be flexible and available to work weekends and evenings.

Health & Safety Considerations:

- Working evenings/weekends
- Work with VDUs (Video Display Unit) (>5hrs per week)
- Working with children

Approved By: Head of Service

Date Of Approval: 07.07.2022



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