

Job Description

Job Title	YJS Senior Practitioner
Grade	PO2
Reporting To	Team Leader/Service Manager
JD Ref	PC0277P

Purpose

The Youth Justice Service delivers a range of evidence-based, outcome focused interventions to support children, young people, and families, helping to improve life chances and prevent escalation into the justice system. Through early intervention and targeted support, the service aims to reduce first-time entrants in Wirral, address risk taking behaviours, and ensure suitable provision for children at risk of antisocial behaviour, crime, and exploitation.

We are seeking a highly motivated Senior Practitioner to coordinate and support YJS panels and interventions, while contributing to the design, delivery, and governance of wider initiatives. The role will strengthen multi agency collaboration, support operational delivery, and ensure high quality assessments, plans, and interventions across the Youth Justice Service, working closely with managers to improve outcomes for children and families with complex needs.

Main Duties And Responsibilities

Behavioural:

- Enjoy, achieve, create impact, and thrive in the role and organisation.
- Live our values and leadership behaviours in the role and organisation.
- To create and maintain appropriate and professional relationships with individuals, families, carers, other professionals, groups, and communities that promote equality and trust.
- To supervise YJS workers - in line with the Service Managers requirements.
- Provide practice and professional leadership, through formal and informal staff supervision and coaching, quality assurance, staff development and knowledge enhancement.
- Oversee the design, delivery, and governance of key programmes.

Communication, Engagement and Training:

- Build and maintain professional relationships.
- Support and advise YJS staff to develop and sustain a trauma informed approach.
- Provide challenge, support, intervention, and monitoring to children individual needs
- Support and advise service to improve children's engagement and support in place.
- With the agreement of the Manager, to support services to work with specific pupils and families, including undertaking home visits where appropriate.

- Signpost children and families to services and agencies which can assist them to address individual needs.
- Attend meetings/panels where appropriate.
- Support and provide expertise to colleagues to maintain engagement and challenge where appropriate.
- Attend and participate in team meetings.
- Work with a range of agencies as appropriate to support children who are involved in the justice system
- To communicate effectively with parents, children, and key Council staff in respect of The Youth Justice Service.
- To provide challenge to services where appropriate
- To signpost families to appropriate universal services where needed, and to escalate any concerns to the Service Manager.
- To plan, review and organise workload in conjunction with the Team Leader/Service Manager to ensure that appropriate actions are undertaken in a timely manner.
- Influence and contribute to the strategic development of Wirral YJS annual plan.
- Attend and contribute to Local Authority multi-professional Panel meetings
- Facilitate strong partnership working across agencies to prevent serious violence
- Support partners in developing effective risk management plans for children and young people.

Data Analysis and Decision-Making:

- Work alongside the services to identify trends, and areas of concern in individual cohorts and provide support for improvement.
- Produce reports to the YJMB.

Performance Management:

- To ensure that records in relation to any child who is open to YJS are maintained and that reviews are undertaken regularly.

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.
- Provide advice to services on Wirral's Code of Conduct and enforcement practice and support the work of colleagues in this field.
- Keep services updated on legislation, regulations, Ministry of Justice (MoJ) and Youth Justice Board (YJB) guidance relating to children and families.
- Work to the required standards of Safeguarding within Wirral Council.
- Keep up to date with relevant legislation and good practice in relation to all Youth Justice matters.
- In conjunction with the management team, develop and revise strategies/policies to ensure Wirral Council continues to improve our children's needs, especially those deemed vulnerable/disadvantaged.
- Guide and support a range of professionals, from within the Council and external stakeholders, on cases where there are particularly high levels of complexity or risk.



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- Ensure that all service initiatives adhere to relevant legislation, policies and practices.

Other:

- Any other duties commensurate with the grade.
- To deputise for the Team Leader if required.

Role Specific Knowledge, Experience And Skills

Qualifications

- NVQ Level 3 or equivalent in a relevant field, i.e. social care, childcare, health, youth work and working with families etc
- Continuing Professional Development (CPD)

Desirable

- NVQ Level 4 Working with families or equivalent in a relevant field, i.e. social care, childcare, health, or youth work etc.
- Evidence of post qualifying training in a relevant field
- Degree level educated in relevant field of Criminal Justice, and or Education or any, Youth and Community Work or relevant qualification at degree level.

Knowledge & Skills

- Evidence of understanding the complexity of issues locally and nationally pertaining to management of, at risk, vulnerable young people with complex multiple issues.
- Demonstrate excellent interpersonal skills and communication skills and the ability to interact and engage with children, young people and their families and key partners across the children's workforce.
- Ability to recognise and address differing priorities confronting multi-disciplinary working.
- Ability to facilitate meetings and undertake consultations with other professionals/service users/carers/families and promote partnership working.
- Demonstrate experience of successful multi-agency working and evidence and outcome-based approach.
- Understanding of local authority children's social care and child protection work.
- Ability to risk assess and manage potential and actual conflict situations.
- Commitment to anti-discriminatory practice.
- Have an understanding of the statutory requirements with regard to children in the justice system
- to listen effectively.
- Able to work and engage well with parents, carers, and children.
- Proven skills around conflict resolution
- Able to conduct home visits in a professional and respectful manner. • Able to understand and communicate relevant youth justice legislation
- Able to produce evidence-based reports of a high quality.
- Able to demonstrate excellent written and verbal communication skills and active listening skills
- Able to demonstrate appropriate IT skills e.g. use of Excel and database packages.



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- Able to maintain accurate and up-to-date electronic records.
- Able to demonstrate excellent Organisational skills including prioritising work and meeting deadlines.
- Able to analyse statistical data and to work independently and as part of a team.
- Able to demonstrate an understanding of Data Protection and issues relating to confidentiality.
- Have a solid understanding around safeguarding and child protection procedures, and a clear understanding of the roles and responsibilities of Wirral YJS.

Desirable

- Ability to negotiate and influence across organisational boundaries to deliver person-centred services for young people and their families.
- Knowledge of YJS and legal systems
- Managing situations of conflict.
- Dealing with sensitive issues
- Report writing skills.

Experience

- Working within a team and dealing with enquiries from services, family and children.
- Working with a range of partner agencies in a professional capacity.
- Working with children, young people, parents, and families.
- Operational experience of managing complex cases and workloads.
- Proven experience of directly working with young people aged 0-19 years.
- Assessing family situations, developing individual packages of support and translating them into effective integrated support plans aimed at supporting young people and their families.
- Following safeguarding procedures.
- Maintaining confidentiality, sharing information appropriately and professionally.
- Exercise emotional intelligence and demonstrate a developing emotional resilience in relation to the job.

Desirable

- Liaising with staff, Police, Social Care, Health, and other agencies.
- Working in children's services settings.
- Direct experience of working with children, young people, parents, and carers within an YJS setting
- Ability to draw on experience of working with children who struggled to engage for a variety of reasons.



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Additional Information

Ability to travel across the Borough and work from various locations.

Work hybrid, with a flexible working approach to accommodate service needs.

Expected to work from a fixed location (subject to change).

On occasion, able to work outside traditional hours, of a weekend and evening as required, adopting a flexible working approach in response to business requirements.

Health & Safety Considerations:

- Work with VDUs (Video Display Unit) (>5hrs per week)
- Working with children
- Exposure to persons with challenging or aggressive behaviour

Approved By: Mark Evans, Service Manager

Date Of Approval: 29.04.2026



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