

My SPACE CE Intervention Worker Applicant Recruitment Pack

Sefton is a really great place to live and work



Welcome

Hi,

We would like to thank you for your interest for the post for the CE Intervention Worker role within the My SPACE Team at Sefton Council.

This is a highly rewarding opportunity to be part of a dynamic and supportive team, working directly with children who are at risk of exploitation or who are experiencing exploitation. The role involves delivering purposeful, one-to-one interventions, building trusted relationships, and providing consistent support to help safeguard and empower young people.

As an Intervention Worker, you will play a vital role in engaging children through direct work, helping them to understand risks, build resilience, and make safer choices. You will need to be approachable, adaptable, and committed, with the ability to work in a fast paced and varied environment where every day brings new challenges.

We are looking for someone who is organised, proactive, and able to respond sensitively to the individual needs of the children you support. You will bring a warm and supportive presence and approach your work with integrity, compassion, and a positive, "can do" attitude.

If you are passionate about making a real difference in the lives of vulnerable children, enjoy working as part of a team, and take pride in delivering high quality, child centred support, we would be delighted to hear from you.

The Job Description and Person Specification for this role are included within the job pack. If you have any questions about the vacancy, please refer to the job pack for the appropriate contact details.

If, after reviewing the information, you feel that Sefton's Vision and Values align with your own, we look forward to receiving your application.

Best wishes

Joe Hartley

My SPACE, Team Manager



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About the Borough of Sefton

Sefton is a confident and well-connected Borough, stretching from Bootle in the south to the coastal resort of Southport in the north. Home to more than 275,000 residents, Sefton encompasses a range of vibrant towns and communities, including Bootle, Litherland, Seaforth, Crosby, Formby, Maghull and Southport.

It is a fantastic place to live and work. As the northern-most Borough within the Liverpool City Region, Sefton offers a unique blend of beautiful coastline, countryside, attractive villages, thriving industrial areas and the busy Port of Liverpool.

With 22 miles of stunning coastline, Sefton is a leading coastal destination with a growing visitor economy. It is home to the iconic Antony Gormley *Another Place* installation, expansive beaches and protected sand dunes that support several rare species.

While each town and village has its own distinctive character, it is the people of Sefton who make the Borough truly special, creating diverse, welcoming and energetic communities in which to live, work, invest and visit.

Alongside its miles of golden sands, Sefton offers those who work here access to a world-renowned racecourse, prestigious golf courses, and National Trust nature reserves, ideal places to unwind, explore and enjoy leisure time.

The Borough benefits from excellent transport links, providing easy access to major North West cities including Liverpool and Manchester, and placing the Lake District and North Wales within reach for weekend breaks.

Whether you prefer vibrant town centres, friendly commuter towns, picturesque villages or stunning rural and coastal locations, Sefton offers a place to suit everyone. With house prices and rents typically lower than in neighbouring Liverpool and Manchester, you can enjoy coastal living while still being close to the buzz of city life.



Our Vision and Values

At Sefton Council, our vision is to deliver high-quality services that make a real difference to the lives of our residents, visitors, and communities. Everything we do is guided by a strong set of values that shape how we work and interact:



- **We put people at the heart of what we do** – ensuring our services are responsive, inclusive, and focused on improving lives.
- **We listen, value, and respect each other's views** – fostering a culture of collaboration and mutual respect.
- **We develop a culture of challenge, ownership, innovation, and improvement** – encouraging creativity and continuous development.
- **We are ambassadors for Sefton** – promoting the Borough positively and proudly representing our communities.
- **We are responsive and efficient** – delivering services that are timely, effective, and customer-focused.
- **We are clear about what we can and cannot do** – being transparent and honest in all our communications and actions.

These values underpin our commitment to excellence, inclusivity, and innovation, ensuring that Sefton remains a great place to live, work, and visit.

Our Successes and Key Projects

Sefton Council is proud of its recent achievements and ongoing commitment to delivering high-quality services. Our Adult Social Care services were recently graded Good by the Care Quality Commission (CQC), and our Children's Services also



achieved a Good rating from Ofsted. These successes reflect the dedication and professionalism of our teams and our focus on continuous improvement.

Alongside these achievements, Sefton Council is actively delivering a range of major capital projects that will transform the Borough and stimulate economic growth. These include the Marine Lake Events Centre in Southport, the Strand Shopping Centre redevelopment in Bootle, and exciting developments such as the Cove Resort and Enterprise Arcade in Southport. We are also proud to support cultural and community initiatives like Salt and Tar, Bootle's vibrant events space, which hosts live music, comedy, and family-friendly activities, bringing people together and boosting the local economy.

These projects form part of our strategic investment programme to attract private sector-led development and create vibrant spaces for residents and visitors. We work closely with local communities to ensure these projects reflect their needs and foster a sense of ownership and pride.

For more information on these projects and to stay updated on progress, visit the Sefton Council website at www.sefton.gov.uk

An Inclusive Workplace

We are committed to fostering an inclusive Council that reflects the diverse communities we serve. Our workforce brings a wide range of experiences and perspectives, and we value an environment where everyone feels respected, supported, and able to reach their full potential.

Sefton is proud to be the first local authority in the Liverpool City Region to achieve **Navajo** accreditation, recognising our commitment to LGBTQ+ inclusion. We are also a Disability Confident employer and continue to build a workforce that represents our communities.

We support several staff networks, including groups for Black and Ethnically Diverse colleagues, LGBTQ+ staff, women, disabled employees, and a Christian Workplace Group.

As an Equal Opportunities Employer, we base recruitment solely on skills, experience, and suitability for the role. All applicants are treated fairly, and we have also recognised 'care experienced' as a protected characteristic within Sefton.



For more information, please refer to our [Equality, Diversity and Inclusion Strategy](#)

Liverpool City Region Fair Employment Charter



Sefton Council is proud to support the Liverpool City Region Combined Authority Fair Employment Charter, an initiative that promotes fair, healthy, inclusive, and just workplaces across the region. The Charter celebrates good employers and encourages the highest standards in employment practice, including fair pay, secure work, opportunities for progression, strong employee voice, and a commitment to staff wellbeing. By aligning with the Charter, we demonstrate our dedication to providing a fair day's pay for a fair day's work and to fostering an equitable and supportive working environment for all colleagues.

What We Can Offer You

- A supportive and collaborative working environment.
- An agile approach to working.
- Opportunities for professional development and career progression.
- A role where your work makes a real difference across the organisation.
- Flexible working arrangements supporting work-life balance.
- A strong commitment to equality, diversity, and inclusion.

You will benefit from a comprehensive local government employment package which includes the following:



- Competitive salary in line with NJC Local Government Pay Scales.
- Membership of the Local Government Pension Scheme (LGPS), providing a secure, defined benefit pension with employer contributions.

Annual Leave and Work-Life Balance

- Generous annual leave entitlement, 28 days annual leave rising to 33 days with 5 years continuous service.
- Additional public (bank) holidays.
- Flexible working options to support a healthy work-life balance, subject to service needs.
- Option to purchase additional annual leave.

Learning, Development and Career Progression

- A comprehensive induction programme.
- Access to a wide range of training, apprenticeships, learning, and development opportunities.
- Support for professional development and role related qualifications.
- Opportunities to develop your career within a large and diverse local authority.

Health, Wellbeing and Support

- Enhanced sick pay scheme.
- Employee wellbeing initiatives and access to occupational health support.
- Policies that promote physical and mental wellbeing in the workplace.

Family-Friendly and Inclusive Policies

Our family-friendly policies and flexible working arrangements help staff maintain a healthy work-life balance.

- Family friendly policies, including enhanced maternity, paternity, adoption, neonatal care and special leave to support with time off work to deal with issues when life events happen.
- A strong organisational commitment to equality, diversity, and inclusion.
- Reasonable adjustments and support to enable disabled employees to thrive.



Foster Friendly Employer Commitment

Sefton Council is proud to be a *Foster Friendly* organisation as recognised by The Fostering Network. We actively support employees who are foster carers or who are applying to foster by offering flexible working arrangements, paid time off for fostering-related meetings and training, and a workplace culture that recognises the vital role foster carers play in our communities.

This commitment helps ensure carers can balance fostering responsibilities alongside career, and reflects our dedication to supporting children, families, and those who care for them.

Additional Benefits

- Access to salary sacrifice and employee benefit schemes (where applicable).
- Opportunities to contribute to meaningful work that supports local communities.
- A supportive, values led organisational culture.
- Free parking at office bases (dependent upon the work location).

About the Role

This is a pivotal role within the My SPACE Team, working to support children and young people who are at risk of exploitation or who are being exploited. As an Intervention Worker, you will play a key role in building trusted relationships and delivering meaningful, one-to-one support to help safeguard and empower vulnerable young people.

You will be responsible for engaging children directly, completing targeted interventions, and supporting them to understand risk, build resilience, and make safer choices. You will work closely with colleagues, partner agencies, and families to ensure a coordinated and child centred approach.

This role requires someone who thrives in a fast-paced and dynamic environment, can respond to changing circumstances, and is confident in managing a varied workload. You will need to be organised, proactive, and able to work both independently and as part of a supportive team.

Key Responsibilities Include:

- Delivering direct one-to-one interventions with children and young people
- Building and maintaining positive, professional relationships with those at risk



- Effectively managing and prioritising a varied caseload
- Maintaining accurate and detailed records with strong attention to detail
- Handling sensitive information with a high level of confidentiality and professionalism
- Working collaboratively with multi-agency partners to support the child's needs
- Using digital systems and tools (e.g. Microsoft Office, Teams) to support casework and communication

This role suits someone who is passionate about safeguarding and making a genuine difference in the lives of children. You will be committed to high standards of practice, confident in engaging young people, and motivated to work both independently and as part of a team to achieve positive outcomes.

Please see Appendix A (page 10) for a full copy of the Job Description and Person Specification.

Top Tips on How to Apply

Submitting a strong application gives you the best chance of progressing to the next stage of the recruitment process. The following guidance applies to all roles and will help you prepare a clear, compelling application:

1. Read the Job Description and Person Specification Thoroughly

- Make sure you understand the key duties, expectations, and essential criteria.
- Use the person specification as your guide when writing your application.

2. Provide Clear Evidence of Your Skills and Experience

- Show *how* you meet the criteria using specific, real examples.
- Consider using the **STAR method** (Situation, Task, Action, Result) to structure your responses.

3. Tailor Your Application

- Avoid generic statements. Focus on experience that directly relates to the role you are applying for.
- Demonstrate how your strengths align with the organisation's values and priorities.

4. Highlight Your Achievements



- Include examples of work you are proud of or significant contributions you have made in previous roles.
- Emphasise impact – improvements, efficiencies, positive outcomes, or innovations.

5. Be Clear About Qualifications and Training

- List all relevant qualifications and professional training, including dates and awarding bodies.
- If you are working towards a qualification, include expected completion dates.

6. Showcase Transferable Skills

- Skills such as communication, teamwork, problem-solving, digital literacy, and organisation are valuable across all roles.
- Provide examples that demonstrate these effectively.

7. Check Your Application Carefully

- Review your responses for clarity, spelling, and completeness.
- Ensure all sections of the application form have been filled in fully.

8. Submit Your Application Before the Deadline

- Note the closing date and allow plenty of time to prepare your application.
- Late submissions usually cannot be considered.

9. Prepare for Potential Next Steps

- If shortlisted, you may be invited to an interview, assessment task, or presentation.
- Be ready to discuss your experience, approach to work, and examples of how you meet the role's requirements.

Application and Selection Information

The closing date for this vacancy is 19th June 2026 (or earlier in the event of high volume of applications being received).

Provisional interview dates are week commencing 22nd June 2026.



We are an Equal Opportunities Employer; all candidates will receive equal treatment. Our decision to appoint will be based upon whether an individual's skills, experience, qualifications, and abilities make them the most suitable candidate for the role.

All disabled and care experienced applicants will be offered an interview where they meet all essential criteria on the person specification.

Please ensure that you meet all the essential criteria outlined in the person specification before submitting your application. Only applicants who demonstrate that they meet all essential criteria will be considered and invited to interview.

Appendix A – Job Description and Person Specification

As part of the dedicated Complex Safeguarding Hub, you will work as part of a multi-agency team delivering creative interventions for children and young people assessed as suffering harm through criminal or sexual exploitation. You will have a small but intensive caseload to ensure in-depth and meaningful interventions are delivered. You will also be co-working with Social Worker colleagues and partner agencies across the services and team.

The ideal candidate will have a sound understanding of exploitation in all its forms, evidence trauma informed and a child first approach along with a strong commitment to working with children and young people.

MAIN DUTIES

- 1) Co-Work closely with Children's Social Care Social Work Teams to provide effective interventions as part of **ETAC** (Exploitation Team Around the Child Approach), delivering planned interventions and approaches to ensure identified risks and needs are reduced for children.
- 2) Work proactively and persistently with young people and families using a wide range of methods and approaches underpinned by a Trusted Adult and Reachable moments practice principles.
- 3) Contribute to assessment, care planning and reviews ensuring a child centred focus and empowering children, young people and their families
- 4) To participate in and assist with the co-ordination of care planning for children and young people. To ensure care plans are up to date, followed and met.



- 5) To produce, monitor and review individualised ETAC and risk assessments for children and young people.
- 6) Prepare and deliver reports for multi-agency meetings, strategy meetings and childcare decision-making forums ensuring an accurate factual record is maintained.
- 7) Identify and assess levels of risk and need and with support, deliver protective and/or supportive services for children at risk, in need and/or looked after. Take responsibility for reporting of risk properly through the line management, CHAT/FAST and ETAC structure.
- 8) Demonstrate inclusive practice in relation to identity and diversity, challenging any issues of concern.

SPECIAL CONDITIONS:

The post you are applying for is exempt from the Rehabilitation of Offenders Act 1974 and therefore you are required to declare any convictions, cautions, reprimands and final warnings that are not 'protected' (i.e., filtered out) as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013. For further information, please refer to DBS filtering guidance at www.gov.uk/dbs.

GENERAL:

This job description is a representative document. Other reasonably similar duties may be allocated from time to time commensurate with the general character of the post and its grading.

All staff have a duty to take care of their own health & safety and that of others who may be affected by your actions at work. Staff must co-operate with employers and co-workers to help everyone meet their legal requirements.

The Authority has an approved equality policy in employment and copies are freely available to all employees. The post holder will be expected to comply, observe and promote the equality policies of the Council.

PERSON SPECIFICATION

Post: My SPACE CE Intervention Worker

Department: Children Social Care

Personal Attributes Required	Essential (E) or Desirable (D)	Method of Assessment
<u>Qualifications</u>		
NVQ level Working with Children and Young People. Related and relevant children and families, Youth Qualifications	E	C
<u>Experience</u>		
Knowledge of Exploitation in all its forms, and impact.	E	A/I
Background in delivering interventions with exploited children	E	A/I
Significant experience of youth work and related services	E	A/I
<u>Demonstrable skills, knowledge and aptitudes</u>		
Understanding of the stages of child development, separation and loss.	E	A/I
Understand the impact of Trauma on a child's emotional and cognitive development	E	A/I
Understand the forms, features and risk associated with and caused by exploitation	E	A/I
Knowledge and Understanding of the Children Act 1989	E	A/I
Knowledge of the roles and responsibilities of other agencies who work with young people and the ability to work in partnership with such agencies.	E	A/I
Ability to work as a member of a team. Build, establish and maintain trusted adult relationships with children	E	A/I
Experience of direct work with children	E	A/I
Excellent planning and organisational skills	E	A/I
An ability to communicate well both verbally and in writing to a range of colleagues	E	A/I
Understanding of and commitment to the principles of equality and diversity practices.	E	A/I
Understanding of risk assessment and health and safety issues.	E	A/I
Ability to communicate effectively with children, their families and relevant professionals.	E	A/I
The ability to work effectively as a member of a multi-agency team, and to work independently.	E	A/I
Demonstrate effective and clear report writing skills.	E	A/I



Willingness to work in a flexible manner/ out of office hours.	E	A/I
A commitment to continuously develop self and update knowledge	E	A/I
An ability to make sound decisions when working under pressure.	E	A/I
Demonstrate a commitment to the participation of service users in the development and implementation of programmes.	E	A/I
A demonstrable commitment to ongoing professional development including staff supervision and appraisal and a willingness to undertake further training.	E	A/I
Knowledge and Awareness of Working Together to Safeguarding Children.	D	A/I
Principles of working with Children at risk of exploitation.	D	A/I
Trauma informed approach.	D	A/I
Principles of a Child First approach	D	A/I
Special requirements		
This post is registered as exempt from the Rehabilitation of Offenders Act 1974 and in accordance with the Police Act; the successful candidate must be able to obtain satisfactory Enhanced Criminal Record Disclosure in order to be appointed to the post. In the respect a criminal record check will be undertaken prior to confirmation of appointment.	E	C
An understanding of, and commitment to, equal opportunities and anti-discriminatory practice.	E	A/I
Be familiar with and use information technology and computerised records systems.	E	A/I
This post is designated casual car user.	D	C
Special requirements		
Must be legally entitled to work in the UK.		
The Council operates a no smoking policy. Employees are not allowed to smoke in the workplace or to take smoking breaks during work time.		

Assessment Methods

A: Application Form

I: Interview

C: Certificates

