



Job description			
Job title	Shield Worker		
Grade	J		
Directorate	Children and Young People		
Service/team	Shield Team		
Accountable to	Shield Team Manager		
Responsible for	N/A		
JE Reference	A5066	Date Reviewed	March 2022

Purpose of the Job

To work as a Shield worker in the Shield Service delivering targeted and co-ordinated interventions to parents and carers, and families with children 0-25 years displaying a range of complex, interacting needs. These will include effective parenting skills, relationship breakdown, family dynamics, emotional health and well-being, sexual health and self-esteem. Parents and Carers will be supported to achieve better outcomes including improved school attendance and tackle issues such as truancy and exclusion, reduce risk of exploitation including crime, anti-social behaviour and improve employability.

Shield adopts a multi-disciplinary approach to working with families and will have a good working knowledge of services and interventions that are available across the partnership to support families. To complete therapeutic interventions using a trusted relationship model, support the completion of assessments, develop clear and focused plans, and ensure timely delivery of effective services.

You will ensure that safeguarding needs of children and their families (including carers) are assessed and responded to in a timely manner.

Shield worker will undertake holistic child exploitation assessments in partnership with parents and carers and will act as the lead exploitation specialist to develop an outcome focused family exploitation plan and co-ordinate the delivery and reviews of this plan. This will include personally delivering a range of supportive and practical interventions to the whole family, directing the multi-agency professionals in relation to exploitation. This will also require delivering hands on parenting interventions to support parents trying to respond to harm outside of the family home.



You will also be expected to offer parenting interventions to support families around other forms of harm when required ie. Harmful sexual behaviour or neglect etc.

Duties and Responsibilities

This is not a comprehensive list of all the tasks, which may be required of the post holder. It is illustrative of the general nature and level of responsibility of the work to be undertaken.

1. To act as a lead and manage a specialist caseload and to work directly with parents and their children that are assessed as being exploited, mainly open to Children Social Care. The role requires a particular focus upon child exploitation (sexual and criminal), trafficking and missing and working with the most difficult to engage cohort.
2. To lead on specialist child exploitation and undertake whole family child exploitation assessments and assess levels of risk in terms of exploitation. Prepare/formulate plans and deliver interventions to children and parents to ensure they are responding to their child's safeguarding and welfare needs and take account of their views, diversity needs and to address exploitation and missing concerns. To ensure other professionals are adhering to the plan including disruption of child exploitation perpetrators.
3. To ensure all assessments, plans and interventions are based upon the latest research guidance on Child Exploitation. To have extensive knowledge of trauma informed practices and have the ability to support and influence the wider multi-agency partnership to promote various therapeutic models
4. To screen the Early Help Missing Episodes that come into the Multi-Agency Safeguarding Hub. To establish threshold of support needed using signs of safety model to ensure a holistic assessment of risk and support needed. To respond to MASH information requests providing recommendations in relation to exploitation. To attend the Daily Morning Meeting when required to represent Shield and ensure exploitation concerns are being considered.
5. To attend the Vulnerable Attendance Education and NEET meetings to represent Shield and ensure all the MACCSE cohort educational needs are assessed and receive the correct response from educational providers.
6. To represent Shield can contribute at the Multi-Agency Child Exploitation meeting, Police Multi-Agency Response to Threat Harm and Risk and Threat Harm and Risk meeting. To actively contribute and main focus on disruption of adult perpetrators of exploitation.



7. To be the Single Point of Contact for Knowsley Council within Shield on all mapping activities with the Police in relation to intelligence and information on exploitation and represent Shield at Police forums in relation to threats and risks, perpetrators of exploitation and children being exploited by organised crime groups.
8. To design/create and deliver training packages tailored to a variety of audiences - school assemblies through to groups of multi-agency professionals.
9. To work with young people in a “child centred” fashion, involving them at all times in planning and decision making, and seeking at all times to maximise each young person’s potential. Engage young people and their families in constructive, positive activities and leisure which may include achieving accredited outcomes and evidence progress to work.
10. Provide parenting support directly to parents using both formal and informal parenting programmes. This will also include in-the-home support in implementing change as required, and Family Group Conferencing when appropriate in support of wider service practice.
11. Actively work to achieve agreed outcomes for families which are aligned to the Child Exploitation and Missing Performance Framework and contribute to the gathering of information from service users and partner agencies that will be used to evaluate the effectiveness of service delivery and provide evidence of performance.
12. To contribute to the protection of the public and the safeguarding of children and young people, taking particular account of policy and procedures on the support and management of young people who are vulnerable or present a risk of harm to others.
13. Act as Shield Duty/MASH Officer and complete consultations to the wider workforce as required.
14. To work flexibly across Knowsley to meet the needs of the service. This will encompass some early mornings, evenings and weekend work which may take place in service-users’ homes and for which appropriate time off in lieu (TOIL) can be accrued.
15. To carry out all responsibilities with due regard for Knowsley Council’s equality and diversity policies and procedures.
16. To comply with the Standing Orders and Financial Regulations of Knowsley Borough Council, and to ensure that all work functions are undertaken in accordance with Health and Safety legislation, codes of practice and with Knowsley Council’s Health and Safety Plan.
17. To attend Children Services Department Planning and Review Meetings, as appropriate.



18. To maintain case records to a high standard and to write reports on individual young people, or particular pieces of work, as required, including in certain specified instances reports for the court, child protection conferences etc. Ensure that all Shield information systems are maintained and updated as policy and procedure dictates.

19. To undertake any other duties commensurate with the grading of this post, as required by the Executive Director of Knowsley Directorate of Children & Family Services or their delegated Officer.

An enhanced DBS and possible police vetting will be required for this post. This post does require evening and weekend working.

As part of your role with the Council, you share a collective responsibility to support and champion children and young people who are cared for by the Council and young people who are care experienced. Children and young people tell us that including this in all job descriptions “is good” because they want all Council employees to understand how important it is to “treat children in care and care experienced young people as they would their own”. We ask that you do this with the same commitment, care and ambition that any parent would, regardless of your job role or service area. Children and young people tell us that they want all Council employees to be “genuine”, helping to create a supportive environment, remaining alert to any worries and concerns, and ensuring that safeguarding is promoted and responded to appropriately.

Knowsley Better Together – Staff Qualities



Health and Safety

- To use equipment as instructed and trained.
- To inform management of any health and safety issues which could place individuals at risk.



Data Protection and Information Security

- Implement and act in accordance with the Information Security Acceptable Use Policy, Data Protection Policy and GDPR.
- Protect the Council's information assets from unauthorised access, disclosure, modification, destruction or interference.
- Report actual or potential security incidents.