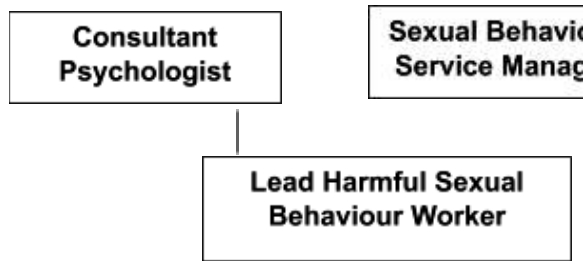


Department: Childrens Services
Division/Section: Youth Offending Service
Job Title: **Lead Harmful Sexual Behaviour Worker**
Post No: New post
Grade: New Post
Reports to: Consultant Psychologist and Manager of the Health and Family Intervention Team

Organisation Chart:

Show immediate manager and any jobs reporting to this post.



Does the post involve working in regulated or controlled activity with children or vulnerable adults?
 CRB Check applicable?

Regulated Controlled Neither

Standard Enhanced None

Is post exempt under the Rehabilitation of Offenders Act 1974 in respect of declaration of spent conviction

Yes No

Management responsibility:

No. of direct reports: 0

No. of indirect reports: 0

Budget holder: £100

Job Purpose:

1. To act as the Peterborough expert and city-wide lead on children/young people displaying sexually concerning or harmful behaviour providing expert advice, consultation and training.
2. To actively model a robust commitment to safeguarding and promoting the welfare of children and young people by working with key partner agencies within the Safeguarding Board community to implement the agreed policy and practice guidance, including the framework for investigation,

- assessment and treatment of children and young people who pose a sexual risk to others.
3. To investigate allegations and undertake assessments and risk analysis – following the AIM (Assessment Intervention and Management) Model and provide interventions to children and young people exhibiting sexually abusive behaviour.
 4. To provide professional consultation and clinical supervision to peers and colleagues from other agencies/organisations.

Main Duties and Responsibilities:

1. To provide assessment and interventions where complex sexual behavioural issues are a primary concern; to do this within a multi-agency context under Safeguarding Board guidelines.
2. To use a range of evidence based and therapeutic intervention models to reduce the risk of any further abuse and deliver specialist interventions with children/young people with sexually harmful behaviour and their families/carers.
3. To understand and manage the risk for the child and other children within the legislation.
4. To alert the YOS manager to children who continue to pose a threat.
5. To work autonomously and exercise full responsibility for a complex caseload of children/young people with sexually harmful behaviour needs.
6. To chair and attend relevant multi disciplinary planning meetings and co-ordinate local risk assessments and interventions with family/carers and representatives of all key agencies.
7. To provide expert professional and procedural advice to all agencies working with children/young people with sexually harmful behaviour including police, education, CAMHS and social care.
8. To provide quality assurance by regularly reviewing risk assessments and safety plans, plus monitoring that all agencies are fulfilling their required elements.
9. To offer specialist supervision to those undertaking assessments and interventions regarding the sexually harmful behaviour of children and young people. Facilitate practice groups, lead on evidence-based practice, and support the inducting of new staff.
10. To offer expert consultation to children's social care with regard to Section 47 investigations, child and family assessments, child protection/child in need/looked after children/children with disabilities cases of under 18s with sexually harmful behaviour.
11. To maintain accurate written and electronic records of work undertaken and to prepare written reports as necessary and to contribute to formal meetings and court processes if required. Thus ensuring quality assurance and management information requirements are met
12. Contribute to the delivery and maintenance of an appropriate training and support programme for practitioners so that there is a sufficient number of AIM trained and supervised practitioners (across agencies) to assess and intervene with referred young people.
13. To contribute and participate in relevant development work, identify multi agency training needs and to take part in the provision of Safeguarding Board and local training.

14. Monitor staff performance in relation to the care of children and young people and challenge robustly poor practice where it exists.
15. Provide advice and guidance to workers from partner agencies supporting them to effectively manage their cases and to challenge inappropriate boundaries and poor practice where either or both exist.
16. To maintain up to date knowledge and skills by undertaking research and learning and development opportunities as required for professional development within the framework of criminal justice and social welfare legislation.
17. To maintain accurate written and electronic records of work undertaken and to prepare written reports as necessary and to contribute to formal meetings and court processes if required. Thus ensuring quality assurance and management information requirements are met.
18. To refer children/young people and families/carers to the appropriate partner agencies or present cases at funding panels if high intensity/highly specialist input is needed.
19. To take part in audits/evaluations within the Youth Offending Service or external agencies that relate to safeguarding, emotional/mental health or sexually harmful behaviour.
20. To provide reports as required to Youth Offending Service, Cambridge and Peterborough Safeguarding Board, Child and Adolescent Mental Health Service and other relevant groups.
21. To monitor and review the provision of services for these populations and support the development of policies, procedures and service provision.
22. To keep professional knowledge up to date regarding changes in legislation, research, policy and practice through attendance at courses, regular supervision and appraisals.

Generic Responsibilities: To carry out all responsibilities with regard to the Council's Equalities Policy and Procedures and Customer Care Policy.

To comply with all Health & Safety at work requirements as laid down by the employer.

The council is committed to safeguarding and promoting the welfare of children and vulnerable adults and expects all staff and volunteers to share this commitment.

Flexibility Clause: Other duties and responsibilities express and implied which arise from the nature and character of the post within the department (or section) mentioned above or in a comparable post in any of the Organisation's other sections or departments.

Variation Clause: This is a description of the job as it is constituted at the date shown. It is the practice of this Authority to periodically examine job descriptions, update them and ensure that they relate to the job performed, or to incorporate any proposed changes. This procedure will be conducted by the appropriate manager in consultation with the postholder.

In these circumstances it will be the aim to reach agreement on reasonable changes, but if agreement is not possible the Head of Service reserves the right to make changes to your job description following consultation.

DATE: 6/12/18 **COMPLETED BY:** Anna Jack

