

## Job Description

<b>Department:</b>	Children & Young Peoples Services
<b>Division/Section:</b>	Targeted Youth Support Services
<b>Job Title:</b>	Serious Youth Violence Youth Worker
<b>Post No:</b>	TBC
<b>Grade:</b>	8
<b>Reports to:</b>	Diversionsary Co-Ordinator
<b>Organisation Chart:</b> Show immediate manager and any jobs reporting to this post.	<pre> graph TD     A[Diversionsary Co-Ordinator] --&gt; B[Serious Youth Violence Youth Worker]         </pre>
<b>DBS Check applicable?</b>	<b>Basic</b> <input type="checkbox"/> <b>Standard</b> <input type="checkbox"/> <b>Enhanced</b> <input checked="" type="checkbox"/> <b>None</b> <input type="checkbox"/>
	<b>Is post exempt under the Rehabilitation of Offenders Act 1974 in respect of declaration of spent convictions?</b>  <b>Yes</b> <input checked="" type="checkbox"/>  <b>No</b> <input type="checkbox"/>
<b>Line Management responsibility for:</b>	<b>No. of direct reports: 0</b> <b>No. of indirect reports: 0</b>
<b>Size of budget:</b> (Per annum)	- state whether <i>accountable</i> for (i.e., budget holder) or <i>accounting</i> for (e.g. monitoring)  N/A
<b>Job Purpose:</b>	The Serious Youth Violence Youth Worker will work directly with children and young people aged 10-15 across Peterborough who have been identified as being at risk of

	<p>serious youth violence. Work will be delivered in a range of settings including detached youth work in the community and working with young people in their educational placements to increase awareness of the risks of serious youth violence and support young people to build a rapport with a trusted adult in the community.</p> <p>The post holder will be required act as trusted professional for children and families and represent Children &amp; Safeguarding at relevant multi-agency meetings as appropriate.</p>
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**Main Duties and Responsibilities:**

**Key Responsibilities:**

1. To engage with identified young people in a community setting via detached youth work (10-15)
2. To engage in specific targeted outreach with primary school-age children (in years 5 and 6) on a 1:1 basis.
3. To deliver interventions with young people will be linked to the risks of serious violence and provide information about support services that are available to them.
4. To work as part of a multi-disciplinary team delivering services to young people and families.
5. To develop partnership working with children and young people services and criminal justice partners to prevent young people from becoming involved in the criminal justice system in the future.

**Key Accountabilities:**

- a) To work alongside multi-agency partners to plan, deliver and evaluate interventions in localities with higher rates of anti-social behaviour (ASB) that predispose young people to serious violence.
- b) Delivery of direct intervention work outside of normal office hours.
- c) Make appropriate referrals to specialist workers, community organisations and partner agencies that will address the risks identified.
- d) Work with children to develop a trusted relationship and deliver interventions to address identified risk and need.
- e) Ensure that the young person's voice is sought, listened to and their lived experiences are reflected in the interventions.
- f) To prepare and review interventions plans at regular and required intervals ensuring that interventions focus upon associated risk and need.
- g) Deliver and co-ordinate diversionary activities and groups.
- h) To engage with appropriate multi-agency meetings to meet the needs of young people.
- i) Develop active relationships and referral pathways with a range of local safeguarding partner and community contacts.
- j) Liaise and maintain contact with other professionals involved with the child/family, including sharing information of progress of work and case recording.
- k) Participate in Specialist Support team meetings, as appropriate. To support the development of the team through attendance and constructive contribution at team meetings and training events.
- l) To work with partner agencies to promote and ensure safeguarding of children and young people.
- m) Participate constructively in supervision and our conversation processes with the Line Manager, and attend learning and development events as required.
- n) To ensure that all assessments, case contacts, intervention plans, management plans and decisions are recorded as required.
- o) To ensure that relevant information, interaction with colleagues and decision making is recorded to a high standard as required
- p) To ensure that case information is effectively updated and maintained on an ongoing basis to reflect good practise and enable colleagues to access information on young people and parents/carers as and when required. Assist in collecting and collating statistical information for required returns.

<b>Generic</b>	To carry out all responsibilities with regard to the Council's Equalities Policy and
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	Date Issued: February 2017	Last updated: June 2023
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<b>Responsibilities:</b>	<p>Procedures and Customer Care Policy.</p> <p>To comply with all Health &amp; Safety at work requirements as laid down by the employer.</p> <p>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.</p>
<b>Flexibility Clause:</b>	<p>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.</p>
<b>Variation Clause:</b>	<p>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.</p> <p>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.</p>

**DATE: December 23**

**COMPLETED BY:** Michelle Owen / Ed Thirlwall

	Date Issued: February 2017	Last updated: June 2023
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## Person Specification

<b>Job title:</b>	Serious Youth Violence Youth Worker	<b>Directorate:</b>	Children & Young People Services
<b>Grade:</b>	8	<b>Service / Team:</b>	Targeted Youth Support Services
<b>Date:</b>	December 2023	<b>Completed by:</b>	Michelle Owen / Ed Thirlwall

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
<b>KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>• Factors underpinning offending by young people.</li> <li>• Domains of safeguarding and risk and robust risk management</li> <li>• Development and individual needs of young people</li> <li>• Principles of effective practice</li> <li>• Anti-discriminatory practice</li> <li>• Safe working practices</li> <li>• Own learning styles and needs</li> </ul>	
<b>SKILLS &amp; ABILITIES</b>	<ul style="list-style-type: none"> <li>• Ability to engage with a range of children, young people, parents and carers, using appropriate materials for age, levels of maturity, individual need and circumstance</li> <li>• Communication skills within and outside the agency, both verbal and report writing</li> <li>• Assessment skills, particularly of factors relating to safeguarding and/or offending and domains of risk</li> <li>• Management of risk through appropriate sharing of information, recording and referrals</li> <li>• Planning, evaluation and review of interventions designed to address risk of offending</li> <li>• IT skills including use of Word, some basic use of Excel, and case management systems</li> <li>• Driver's licence and ability to travel throughout Peterborough</li> </ul>	

<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Working with vulnerable young people and/or adults depending on service area.</li> <li>• First hand experience of working with the public, face-to-face and by telephone</li> <li>• Very recent experience of working within a Youth Justice, Health and/or Social Care background</li> <li>• Experience of Detached Youth Work delivery.</li> </ul>	
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• Level Three Youth Work Degree or other commensurate degree linked to social work, education, probation, policing or youth and community work etc.</li> <li>• Youth Justice Certificate in Effective Practice</li> <li>• NVQ Level 3 in Health and Social Care</li> </ul>	Foundation Degree in Youth Justice/ Criminal Justice BA <b>or</b> MA in Youth and Community Work <b>or</b> Youth Work and Community Development
<b>PERSONAL CIRCUMSTANCES</b>		
<b>EQUALITY</b>	Candidates must demonstrate understanding of, acceptance and commitment to the principals underlying equal opportunities. (A & I)	
<b>CUSTOMER CARE</b>	Knowledge and understanding of effective customer care (A & I)	

*[ At the end of each criteria the following codes are used to indicate how the criteria will be assessed: (AI) Application / Interview, (P) Presentation, (W) Written Test.]*