

Job Description

Department:	Children & Young People Services
Division/Section:	Prevention & Early Help – Targeted Support
Job Title:	Young People's Worker
Post No:	
Grade:	8
Reports to:	Senior Young People's Worker
Organisation Chart: Show immediate manager and any jobs reporting to this post.	<pre> graph TD A[Targeted Support Manager] --> B[Senior Young People's Worker] B --> C[Young People Workers x 6] </pre>
DBS Check applicable?	Basic <input type="checkbox"/> Standard <input type="checkbox"/> Enhanced <input checked="" type="checkbox"/> None <input type="checkbox"/>
	Is post exempt under the Rehabilitation of Offenders Act 1974 in respect of declaration of spent convictions? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Line Management responsibility for:	No. of direct reports: 0 No. of indirect reports: 0
Size of budget: (Per annum)	- state whether accountable for (i.e., budget holder) or accounting for (e.g. monitoring) Accounting for small amounts of petty cash up to £50
Job Purpose:	The role of the Young People's Worker is to provide a mixture of individual and group interventions with young people and parents to improve outcomes, reduce risk and build resilience.

	<p>Young People's Workers work within Early Help and Targeted Support, using a Team around the Family/Young Person approach, undertaking assessments and interventions. Young People Worker's will work to assess and identify the most appropriate evidence-based programme aiming to address issues including family breakdown, exploitation, and challenges that young people may face. Young People Worker's lead on the delivery of interventions, using effective engagement techniques and ensure that families can progress smoothly, identifying step-down support.</p> <p>Lead on targeted issue based interventions and themed groups that addresses antisocial behaviour, child sexual and criminal exploitation prevention.</p>
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Main Duties and Responsibilities:

<ul style="list-style-type: none"> • Engaging with young people, developing and maintaining supportive and empowering relationships founded on mutual respect, trust. • Be responsible for, and act as the Lead Professional, when required, to a case load of young people, using the Team Around the Young Person/Family approach for a delivery intervention. To chair meetings and be responsible for the multi-agency support provided. • Provide individual interventions for a caseload of young people and/or parents using evidence based approaches. • To offer specialist resources to young people and families working within the wider Targeted Youth Support Service. • Work independently with young people in a variety of locations including their homes, schools and community hubs, implementing Peterborough City Council's lone working policy to safeguard both employees and clients. • To accurately assess young people and families, triaging when required, and create plans that are appropriately targeted, offering the right service at the right time. • To deliver evidence based group work to challenging and vulnerable families which supports the development of family resilience, improved relationships and greater understanding of parenting teens e.g. (Teen Triple P). • Plan, deliver and evaluate targeted issue based or themed group work in various settings with young people that are creative and engaging and which support positive outcomes against agreed actions. • Respond to issues such as ASB, CSE and Criminal Exploitation through targeted programmes, supporting young people to access diversionary activities which reduce risky behaviours. • Ensure that all paperwork is completed and that systems are up to date with young people's and families information. All recording to be completed in line with the service practice standards. • Ensure that all aspects of projects, programmes or activities are delivered in safe and professional manner in accordance with the project plan and the set objectives. • Use creative and imaginative engagement techniques to support young people's attendance throughout delivery to maximise the impact of the activity • To promote young people voice and collaboration through feeding back on service delivery, influencing change and developing future services • Be responsible for implementing PCC processes and policies such as health and safety, risk assessment, safeguarding, escalation and that these are recorded on relevant systems. • To participate in regular project evaluation and supervision to ensure the continual development of the programmes, projects and 1 to 1 interventions delivered by the Targeted Support Service. • To maintain close working partnerships with schools, colleges and other relevant agencies to share information and work together to support young people.

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<ul style="list-style-type: none"> • To assist in the day-to-day administrative duties as appropriate, and to produce written reports, financial records and keep systems up to date. • Take part in the quality assurance activities of the wider service, including undertaking and being part of audit activity, deliver training as appropriate. • To demonstrate a commitment to continuous improvement. <ul style="list-style-type: none"> ○ Keep up to date with information and professional development. ○ Contribute to the development of effective systems. ○ Access training and development opportunities. ○ Contribute to the performance review and supervision process. ○ Contribute to continuous improvement processes and quality standards • Deputise for the Senior Young People's Worker as and when required. • Work flexibly to the needs of the service including evenings, weekends and residential trips when required. 	
Generic Responsibilities:	<p>To carry out all responsibilities with regard to the Council's Equalities Policy and Procedures and Customer Care Policy.</p> <p>To comply with all Health & 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>
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:	<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: April 2024

COMPLETED BY: Nicholas Crippa, Head of Service

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Person Specification

Job title:	Young People's Worker	Directorate:	Children & Young People Services
Grade:	8	Service / Team:	Prevention & Early Help - Targeted Support
Date:	April 2024	Completed by:	Nicholas Crippa

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
KNOWLEDGE	<ul style="list-style-type: none"> • Knowledge and understanding of group work session planning including learning styles and engagement approaches. • Knowledge of early help and process, including team around the family, early help assessment and family planning. • Up to date knowledge of evidenced based group work, programmes and project interventions that address risky adolescent behaviour. Including exploitation, safety planning and family networks. • Knowledge and understanding of the issues facing young people and parents of teenagers. • Knowledge of safeguarding, child protection and escalation procedures when delivering group work. • Knowledge of how to secure high participation through publicity, marketing and recruitment plans • Knowledge of the services, activities and support available for young people within their communities. • Knowledge of relevant legislation in relation to safeguarding young people • Knowledge of how to support better outcomes for young people through specific interventions such as Sport, Arts, Music, NEET work or Parenting. 	<ul style="list-style-type: none"> • Good understanding of evidence-based parenting programmes. • Knowledge of legislation relating to Early help, SEND, Supporting Families, Family Hubs and NEET

SKILLS & ABILITIES	<ul style="list-style-type: none"> • Good communication skills with both young people, parents and carers, partners and colleagues. • Ability to organise, plan, deliver and evaluate projects, programmes and activities within deadlines. • Effective administration & ICT skills. • The ability to write objective assessments and to complete accurate triage as part of work with young people. Outlining risks, safety and protective families. • Excellent verbal and written group presentation skills. • The ability to chair multi agency meetings, review support plans and work restoratively to achieve objectives. • Excellent listening and support skills • Ability to motivate and engage young people and parents experiencing a wide range of issues in individual and group work learning to support their needs. • The ability to work as part of a wider multi-disciplinary team and to engage with a wide range of partnership agencies. 	
EXPERIENCE	<ul style="list-style-type: none"> • Minimum of 2 years' experience delivering projects, programmes or activity to young people or families with a wide range of issues. • Experience of actively engaging young people and parents in decision making and achieving successful outcomes • Experience of multi-agency and partnership working. Holding partners to account to ensure the best outcomes for young people • Experience of working with vulnerable and challenging young people to improve outcomes and improve life chances. Managing risks appropriately. • Experience of project planning, delivery and evaluation and reflective practice. 	
QUALIFICATIONS	<ul style="list-style-type: none"> • A relevant qualification at level 3 or above in a related field • Level 2 in Maths & English 	<ul style="list-style-type: none"> • Relevant professional qualification at level 4 or above

PERSONAL CIRCUMSTANCES	<ul style="list-style-type: none"> • Flexible to work agreed evenings, weekends and residential work as required 	
EQUALITY	Candidates must demonstrate understanding of, acceptance and commitment to the principals underlying equal opportunities. (A & I)	
CUSTOMER CARE	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.]*