

YOUTH OFFENDING TEAM WORKER

Role Profile



Title	Youth Offending Team Worker	
Grade	GRADE F	
Reference:	N268n	
Reports to:	Practice Manager (Youth Offending Team)	
Work style Definition	Office based hot-desk/touch down worker	
Job Type:	Semi Professional	
Primary purpose of role	To safeguard and promote the welfare of children, young people and families through the development and delivery a of high quality programmes and interventions with and for young people and for whole families (in accordance with Children Act 1989/2004, Crime and Disorder Act , Housing and Regeneration Act, Anti-Social Behaviour Act and other relevant legislation). To contribute to Plymouth's Early Help and Targeted Offer to reduce risk and prevent first time entrants to the criminal justice arena as well as reduce the need for statutory intervention, acting as a key worker or lead professional where appropriate.	
Key accountabilities and key measures	Role Outcomes <ul style="list-style-type: none"> ▪ Supporting the delivery of the Youth Justice Partnership Board priorities and the requirements of the Youth Justice Board and Ministry of Justice 5% ▪ Contributing to and where appropriate undertaking thorough assessments of young people in the Criminal Justice system using standardised assessment tools to clearly record, present findings and judgements in a variety of differing formats and various arenas 10% ▪ Contributing to and where appropriate undertaking court work, duty, and case management, including the planning/implementation/evaluating of interventions and maintaining responsibility for young people in the Criminal Justice System 25% 	Role Measures <p>Service audits and evaluation confirm improvements in:</p> <ul style="list-style-type: none"> ▪ Young person's health (physical, sexual and mental health) ▪ Offending behaviour (and reduction in substance use, anti-social behaviour) ▪ Improved education, employment and training attainment for young people ▪ Reduction of risk regarding harm to others and to self ▪ Reduction in numbers of children with CIN or CP status ▪ Involved with the Youth Offending team ▪ Reduction in re –offending rates. ▪ Reduction in custody rates

	<ul style="list-style-type: none"> ▪ Coordinating, promoting and prioritising multi-agency working 5% ▪ Ensuring records are accurate and timely in line with agency standards 10% ▪ Offering practical advice, information and support, including undertaking a duty function to ensure there is the offer of direct help and responses to prevent issues escalating 10% ▪ Seeking appropriate management advice in order to escalate swiftly any identified risk 5% ▪ Working in an open and transparent way with children, young people, and families by undertaking evidence-based assessments that can be open to challenge in all arenas 5% ▪ Contributing to the use of Restorative Justice within the Youth Offending Team 10% ▪ Supporting the delivery of preventative work within the Early Help and Targeted arena 15% 	<ul style="list-style-type: none"> ▪ Records are accurate, up to date and completed to departmental standards ▪ Supervision, appraisal, team meetings to monitor performance ▪ Compliance with relevant legislation and good practice standards set down by the local authority
Key activities	<ul style="list-style-type: none"> ▪ Delivering 1-1 direct work and group work 20% ▪ Daily involvement with service users who may demonstrate difficult, abusive and risk taking behaviours: identifying and evidencing risk and escalating concerns 5% ▪ Working in partnership with multi-agency partners and social workers to implement plans and interventions as required by the court or to support de-escalation from offending 5% ▪ Compiling reports and statements, and attending where necessary, for risk meetings and court hearings to give evidence 10% ▪ Creating and maintaining timely records, maintaining accountability and security, including data protection 10% ▪ Ensuring measurable outcomes are achieved 5% ▪ Identifying, escalating and reporting child protection concerns as required within Plymouth Safeguarding Children Board procedures 5% ▪ Developing needs-led packages of intervention, using evidence-based tools and direct work 20% 	

	<ul style="list-style-type: none"> Actively responding and taking responsibility for managing family crisis at short notice to create a more positive environment for the young person 5% Participating in regular case-management supervision for guidance and decision making, to ensure that families progress effectively through their individual interventions and plans 5% Undertaking comprehensive training when required 5% Actively promoting community-based groups activities, with young people and families to support independence and prevent further offending behaviours 5%
Essential qualifications/ knowledge	<ul style="list-style-type: none"> English GCSE A*-C grade or equivalent Numerate with the ability to provide budgeting support where required for young people NVQ 3 Childcare qualification or equivalent child/family or youth work qualification Knowledge of the following Children Act 1989 and 2004, Crime and disorder Act 1998, and Anti- Social Behaviour Act 2003 Awareness of the information and guidance relating to child sexual exploitation and sexually harmful behaviour and extremism Knowledge of the main features of effective parenting and experience of working with service users, and in groups Awareness of the issues and procedures relating to criminal justice court system Working knowledge of assessment and intervention methods and tools. Working knowledge of child development 0-18 years
Desirable qualifications/ knowledge	<ul style="list-style-type: none"> A recognised Social Care/Youth Work qualification or a degree level qualification in a relevant subject. Youth Justice Board certificate in Effective Practice or equivalent training in criminal justice Full driving licence and the use of a vehicle
Essential experience	<ul style="list-style-type: none"> Evidence and experience of working in social care settings, or youth and community work Experience of working within statutory guidelines and procedures Experience of multi-agency working Experience of case work using formal evidenced based tools and procedures. Working experience of risk assessment
Desirable experience	<ul style="list-style-type: none"> Experience of working within adult mental health, adult social care, CAMHS, drugs and alcohol service, housing, or education setting Experience of involvement in court directed work

<p>Essential skills</p>	<ul style="list-style-type: none"> ▪ Ability to interpret information and situations delivering individual support plans, resolving complex problems relating to families who have been referred to the service ▪ Excellent interpersonal and communication skills to support families referred to the service as well as exchanging and presenting potentially sensitive information to a range of audiences both internal and external to the authority ▪ IT skills are required to produce emails, memos, letters, recording information and producing reports relating to families ▪ Ability to use AssettPlus and Child view recording system ▪ Ability to use strategies that promote professional resilience and management of self in circumstances that may at times be challenging. <p>The nature of the role includes lone working in home environments where basic rules of hygiene and safety are not observed and where the unpredictability of the home environment can also result in the potential risk of abuse and violence.</p> <ul style="list-style-type: none"> ▪ Involvement on a daily basis with service users who are experiencing or who have experienced all forms of child abuse. The subject material is often distressing and this is an integral feature of the role ▪ Due to service users experiences and their emotional state often of anxiety/ distress there is a heightened risk that the post holder may experience, sometimes on a regular basis, significant verbal abuse, aggression and other anti-social behaviour from service users and/or members of the public.
<ul style="list-style-type: none"> • Corporate standards ▪ In accordance with Council policies and guidance on information management and security, it is your personal responsibility for data protection, client confidentiality and information governance. ▪ Act at all times in accordance with appropriate legislation and regulations, codes of practice, the provisions of the Council's constitution and its policies and procedures. ▪ Work within the requirements of the Council's Health and Safety policy, performance standards, safe systems of work and procedures. ▪ Undertake all duties with due regard to the corporate equalities policy and relevant legislation. 	