

Role profile

Job Title:	Harm Reduction Youth Outreach Worker	Grade:	9
Department:	Integrated Youth Services (IYS)	Post no.:	69073/69074
Directorate:	Children's	Location	Community based across Ealing includes Westside Young People's Centre, Bollo Youth Centre, YAC, Greenford Library
Role reports to:	Serious Youth Violence and Victims Manager or Area Youth Service Manager		
Direct Reports:	None		
Indirect Reports:	None		
This role profile is non-contractual and provided for guidance. It will be updated and amended from time to time in accordance with the changing needs of the council and the requirements of the job.			

Job description

Recruitment practices to safeguard and promote the welfare of children and/or vulnerable adults apply to this post in addition to the requirement to obtain a Disclosure and Barring Service (DBS) check.

Purpose of role

- To work with staff across the IYS and Social Care to engage, safeguard and support children and young people experiencing multiple and overlapping harms, including repeated missing, exploitation, harmful sexual behaviour (HSB) and serious youth violence (SYV), using a child-first, trauma-informed and relational approach as identified suitable for support through grant funding.
- Work face-to-face with such young people using a variety of youth work methods including one to one support, project work and outreach, to encourage and support dissociation from SYV and offending particularly robbery
- Work with their families and education providers to secure eligible young people's engagement with the project

Key accountabilities

- Safeguard children at risk of exploitation, missing and contextual harm
- Support children involved in or on the edges of serious youth violence
- Deliver direct outreach, and intervention work
- Work effectively with families and multi-agency partners
- Maintain accurate records and reflective practice

EQUAL OPPORTUNITIES

- To conduct all activities within a framework of valuing diversity which ensures equality of access and treatment for all service users, respects the value of every individual and seeks to reconcile the rights and obligations of offenders, victims and communities

OUTREACH WORK WITH YOUNG PEOPLE AT RISK AND THEIR FAMILIES

- Take an active role in the process of identifying young people as victims or perpetrators involved in gangs / serious youth violence, HSB, and children who are frequently reported missing through undertaking profiling of young people thought to be at risk of involvement in SYV to reduce the risk.
- Locate and engage with service users, identified children, their associates and families building strong sustainable relationships, working in the community with young people for at least 20 hours per week face to face and a minimum of 2 evenings per week directly with the identified children (after 6pm)
- Support needs assessments for service users and their families and assist in the preparation and delivery of interventions
- Motivate and where appropriate accompany young people to any appointments or Court Orders they may be subject to and to engage with Children's services
- Provide a link across services including IYS, CSC, Housing and Community Safety.
- Deliver child first, trauma informed practise conflict resolution and mediation-based interventions
- Meet regularly with police and CSC formally and informally to exchange information and attend relevant meetings including YJS Risk of Harm and Robbery Panels
- Keep and maintain records of contacts and interventions with service users on IYSS which will be updated at the end of every week. This will not include undertaking work which fits with other statutory partners.
- Keep abreast of current developments and trends in youth work.
- To work collaboratively with schools and colleges to support clients.
- Ensure that all work undertaken is in compliance with Council policies, procedures, guidance and legislation, including policies concerning Health and Safety, Data protection, the management of Diversity, and the Safeguarding of children and young people

- Work in accordance with the legislative framework provided by the Crime and Disorder Act 1998, the Criminal Justice and Immigration Act 2008, the Children Act 1989, and the Children Act 2004, and National Standards for the treatment of young offenders.
- Take responsibility for one's own, and others safety by ensuring that no one is exposed to risk of violence or other hazards at work.
- To work pro-actively with those identified as being at the highest risk of: going missing, linked to SYV and HSB to reduce their risks of harm and vulnerability and subsequently their risk of entering custody or care.
- To ensure that the work carried out is in accordance with required Council standards and standing orders, legal requirements and national and local objectives and that adequate monitoring and auditing processes are in place
- To have an awareness of the organisational context and commitment to the Council's organisational values and beliefs.
- To be politically sensitive and able to recognise sensitive issues that impact on the IYS.
- To assess their own priorities and set objectives and deadlines while maintaining a grip on the key priorities/accountabilities.

MULTI-AGENCY WORKING

- Work co-operatively in a multi-agency team, and to frequently collaborate with staff within the Social Services Department, in other council departments and in other agencies where the children are being jointly managed.
- Attend meetings, case conferences or other relevant events to enhance the effectiveness of offence reduction interventions

PERFORMANCE AND DEVELOPMENT

- Receive supervision from the Serious Youth Violence and Victims Manager or Area Youth Service Manager.
- Take responsibility for own professional development and co-operate with the Outreach Coordinator in planning personal appraisal, training and development

OTHER DUTIES

- Use Information Technology in accordance with national and local requirements, to comply with regulations regarding security of the system and confidentiality of the data it contains

- Participate in systems to monitor performance and compile statistical and other data required locally and nationally in conjunction with the Head of Integrated Youth Service
- Comply with council and statutory regulations pertaining to health and safety, having due regard to the safety and welfare of self, colleagues and service users in the workplace and in other locations
- Undertake other duties appropriate to the role and grade as required

Key performance indicators

- Reduced instances of children going missing
- Identification and engagement with 20 children at risk of HSB and Serious Youth Violence Incidents
- Education Training and Employment
- Accommodation
- SEND and ALN
- Mental and Emotional Health

Key relationships (internal and external)

- Serious Youth Violence and Victims Manager
- Area Youth Service Managers
- YJS Service Manager
- Police
- Criminal Justice and Children's Services Partnership agencies and service providers
- Sensitive and constructive relationships with young people and their families, adhering to equalities and diversity policies.

Authority level

None

PERSONAL SPECIFICATION

Recruitment practices to safeguard and promote the welfare of children and/or vulnerable adults apply to this post in addition to the requirement to obtain a Disclosure and Barring Service (DBS) check.

Essential experience working with vulnerable children and young people, strong safeguarding knowledge, ability to work flexibly and collaboratively, and commitment to Ealing Council values.

Essential knowledge, skills and abilities

1. Ability to work in a non-oppressive manner with colleagues and service users, valuing difference and ensuring equality of service to all sections of a multi-cultural community

2. General knowledge of the legal framework relating to the safeguarding and reduction of offending by young people and the statutory obligations of staff working with young people
3. Ability to communicate effectively and present a professional image in all environments including schools and courts, to service users and their families and to professional and voluntary staff of other agencies. To produce information verbally and in writing to prescribed standards.
4. The ability to effectively engage with young people using the child first approach and collaborate with them to produce positive outcomes
5. Ability to make accurate assessments about the factors which have contributed to children going missing, SYV and at risk of HSB and youth offending and to assess issues pertaining to adolescence, young people at risk and young people in need. Ability to assess child protection concerns and take appropriate action.
6. Ability to work pro-actively with other staff within council departments and in other agencies, in order to implement a contextual response to addressing SYV, HSB, going missing to meet the needs of children
7. To work collaboratively with schools including the delivery of individual and group interventions in a school setting.
8. Good understanding of health and safety issues and legal obligations
9. To work outside normal office hours as identified in para 2.3.
10. To work in other areas or with responsibilities commensurate with the grade

Essential qualification(s) and experience

1. Substantial experience of working in a field related to contextual safeguarding, youth work and youth offending with partners in an inner-city context
2. Experience of undertaking risk assessment, planning, delivering and reviewing interventions to address risky behaviour/promote child welfare/meet social need.
3. Experience of working within a multi-agency setting and drawing on the strengths of agencies in the contribution they can make to reduce offending behaviour.

Values and behaviours

Improved life for residents	Trustworthy	Collaborative	Innovative	Accountable
• Is passionate about making Ealing a better place • Can see and appreciate things from a resident point of view • Understands what people want and need • Encourages change to tackle underlying causes or issues	• Does what they say they'll do on time • Is open and honest • Treats all people fairly	• Ambitious and confident in leading partnerships • Offers to share knowledge and ideas • Challenges constructively and respectfully listens to feedback • Overcomes barriers to develop our outcomes for residents	• Tries out ways to do things better, faster and for less cost • Brings in ideas from outside to improve performance • Takes calculated risks to improve outcomes • Learns from mistakes and failures	• Encourages all stakeholders to participate in decision making • Makes things happen • Acts on feedback to improve performance • Works to high standards