

Staffordshire Youth Offending Service Practitioner Grade 7

About the Service

Staffordshire Youth Offending Service (SYOS) operates as one of the Youth Offending Services across England and Wales and is an integral part of the Youth Justice System. Within Families First, SYOS is an integral part of the Early Help & Specialist Safeguarding Delivery Service, with the County Manager (SYOS) reporting directly to the Strategic Lead (Early Help, Specialist Safeguarding Delivery & Youth Offending Service) who provides management 01 Directorate –Service oversight and is line-managed by the Director of Families & Communities and Deputy Chief Executive, who reports directly to the County Council’s Chief Executive Officer.

The primary aims of the Youth Justice System are:

- a) Prevent offending
- b) Reduce re-offending
- c) Ensure the safe and effective use of custody
- d) Increase victim and public confidence

Reporting Relationships

Responsible to: SYOS Operations Manager (Youth Justice) SYOS Senior Practitioner (Youth Justice)

Responsible for: N/A

Key Accountabilities:

As a SYOS Practitioner, you are required to undertake a range of tasks in relation to the Youth Justice System, as allocated by the SYOS Operations Manager (Youth Justice) / SYOS Senior Practitioner (Youth Justice). Key tasks included in the role and service will include:

1. Acting as Key Worker in line with Case Management guidance and Staffordshire Youth offending Service risk policy and National Standards to assess, plan, and deliver interventions in supervision of Children and Young people.

2. Under the guidance of the SYOS Senior Practitioner (Youth Justice), provide high quality and timely assessments and reports.
3. Develop, deliver and evaluate 1:1 and group work interventions to ensure that risks to offending behaviours are addressed.
4. On occasions, deliver a flexible and responsive service for children and young people who are identified as at risk of anti-social behaviour and criminality, and contribute to multi-agency interventions that aim to help young people to change cognitions and wider issues such as teenage pregnancy, homelessness, criminal exploitation, alcohol misuse and poor life outcomes.
5. Ensuring that all work is completed within the stated timescales in accordance with both national and local policy.
6. Act as a Duty Officer and Appropriate Adult in line with Service requirements, providing cover at both local Police Stations and local secure estate and custodial provision.
7. Provide reports to Court and Panels and when required attend the Court in order to support the designated Court Officer.
8. Have the skills to develop and maintain positive working relationships with complex children subject to SYOS support.
9. Contribute to the development of Restorative Justice and trauma-informed practices.
10. Maintain children's records in line with Directorate policies and procedures.
11. Attend and contribute to training courses as agreed with line management and to ensure personal development.
12. Participate in regular supervision or consultation with the SYOS Operations Manager (Youth Justice), ensuring that they are always made aware of significant issues in children, young people and families.
13. Work in partnership with colleagues within the Directorate and outside agencies in order to safeguard and achieve identified outcomes for vulnerable children, young people and families in their service area.
14. Availability to work out of hours including evenings and weekends and to work flexibly (including the use of touchdown bases to support agile working) in order to meet the needs of the Children and their families.

15. Ensure the County Council's Human Resources policies and procedures are adhered to including attendance management, whistle blowing, bullying and harassment, grievances, capability and disciplinary issues.

16. Ensure that the area of service is underpinned by adherence to the County Councils and statutory equality policies and gives due attention to issues of diversity.

Person Specification

Qualifications/Professional membership

- A good standard of general education including English, mathematics and IT (GCSE grade C / 4 or above or equivalent)
- Relevant professional qualification is not essential however a willingness to undertake training in development relevant to the role is expected

Knowledge and Experience

- Knowledge of the Criminal Justice System and some knowledge of recent developments in Youth Justice and other relevant legislation
- Experience of working with or on behalf of young people and experience of face to face work with children, young people and families.
- Experience of working with hard to reach young people.
- Experience of working as a member of a team and independently as required
- Basic Knowledge of Data Protection Act and its implications
- Knowledge and application of assessment and review processes
- Evidence of using assessment, planning and review process in meeting the needs of children, young people and families
- Evidence of continuous professional development
- Some experience of working with young people who may not be directly involved in the criminal Justice System

Skills

- Evidence of transferable skills e.g. team work, interpersonal skills, communication skills, effective engagement and motivation
- Effective communication skills in a variety of contexts, i.e. one to one, group work, formal settings, presentations
- Ability to develop positive working relationships with young people and partners
- Effective ability to write and present high quality verbal and written report (in court and other formal settings)
- Proven ability to work under pressure and to a high professional standard
- Ability to influence via negotiation and advocacy
- Ability and experience of using IT systems
- Effective ability to support groups and projects
- Proven resilience to organisational change
- Ability to use IT packages

CFP



This post is designated as an Essential car user

The content of this Job Description and Person Specification will be reviewed on a regular basis.