

Staffordshire Youth Offending Service Practitioner Grade 7

Our Vision

A county where big ambitions, great connections and greener living give everyone the opportunity to prosper, be healthy and happy

Our Outcomes

Everyone in Staffordshire will:

- Have access to more good jobs and share the benefit of economic growth
- Be healthier and more independent for longer
- Feel safer, happier and more supported in their community

Our Values

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

- Ambitious – We are ambitious for our communities and citizens
- Courageous – We recognise our challenges and are prepared to make courageous decisions
- Empowering – We empower and support our people by giving them the opportunity to do their jobs well.

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

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.

Professional Accountabilities:

The post holder is required to contribute to the achievement of the Council objectives through:

Financial Management

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

People Management

Engaging with People Management policies and processes

Equalities

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

Climate Change

Delivering energy conservation practices in line with the Council’s climate change strategy.



Health and Safety

Ensuring a work environment that protects people’s health and safety and that promotes welfare, and which is in accordance with the Council’s Health & Safety policy.

Safeguarding

Commitment to safeguarding and promoting the welfare of vulnerable groups.

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

 	<p>Skills:</p> <ul style="list-style-type: none"> • Evidence of transferable skills e.g. team work, interpersonal skills, communication skills, effective engagement and motivation • Strong 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 	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>
	<p>Other:</p> <ul style="list-style-type: none"> • Hours: 37 Hours Flexitime between 8 am and 8pm with some weekend and Bank Holiday working • Subject to DBS check 	



If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job centre plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

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