SYOS Practitioner (Youth Justice Prevention & Early Intervention)

Grade 7

Our Vision

We have a clear vision for Staffordshire - an innovative, ambitious and sustainable county, where everyone has the opportunity to prosper, be healthy and happy

Our Outcomes

We want everyone in Staffordshire to:

Have access to more good jobs and share the benefit of economic growth

Live in thriving and sustainable communities

Be healthier and more independent for longer

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, flourish and contribute to our ambitious plans. Our values are at the heart of 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

Insight has evidenced that Staffordshire is a great place to live. Most families are happy, safe and have loving homes, however there are some families who face challenges that mean they cannot thrive in the way they want to. We are committed to developing a system and a way of working that will enable Staffordshire’s children to thrive within their own families and communities by addressing the root causes of difficulties for the whole family at the earliest point.

We aim to:

1. Maximise the achievement of better outcomes for families in Staffordshire using all available resources, effectively and efficiently.
2. Support safer, healthier, thriving children whose needs are met within their families and communities where it is safe to do so, reducing the need for higher cost, complex interventions.
3. Provide high quality statutory Children’s Service (Staffordshire County Council’s children’s services are currently rated as “Good” by Ofsted) that only works with those children and families who require this specialist level of intervention.

Our commissioning is focused upon reducing demand. We recognise that our commissioning must be evidenced based and future focused. Whilst the service within the cusp of statutory care is dealing with the issues that are presenting today we expect to commission services, relationships and practice smartly to prevent those issues presenting in the future.

**Staffordshire Youth Offending Service (SYOS)**

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 & Communities, SYOS is an integral part of the Early Help & Specialist Safeguarding Delivery Service, with the Head of Service (SYOS) reporting directly to the Assistant Director, Children’s Social Care, who provides management oversight.

The primary aims of the Youth Justice System are:

1. Prevent offending
2. Reduce re-offending
3. Ensure the safe and effective use of custody
4. Increase victim and public confidence

Reporting Relationships

Responsible to: SYOS Operations Manager (Youth Justice Prevention & Early Intervention)

Key Accountabilities:

1. Work within the multi-agency Youth Offending Team and deliver interventions to realise positive outcomes for children in accordance with the SYOS Delivery Plan, and local agreements.
2. Deliver a flexible and responsive preventative service for children who are identified as being at risk of anti-social behaviour and criminality and contribute to multi-agency interventions that aims to help children to keep out of the criminal justice system
3. Work as Duty Officer and provide Appropriate Adult Services and represent SYOS in a professional manner in all settings.
4. Engage children in mainstream services and positive activities.
5. Ensure that referral, assessments, and records keeping are undertaken in accordance with County Council and partner agency policies and procedures.
6. Contribute to the Youth Crime Prevention Strategy and multi-agency action plan to meet the needs of vulnerable individuals and cohorts of children in accordance with Staffordshire’s Early Intervention Strategy and SYOS policies and procedures.
7. Work with a range of local partners and voluntary agencies to deliver multi-agency interventions.
8. Act as the lead professional in the appropriate cases.
9. Carry out liaison and joint work with and offer information and support to the wider Youth Offending Service staff.
10. Availability to work out of hours including evenings and weekends and to work flexibly (including the use of touchdown bases to support agile working) to meet the needs of the Service.
11. To attend for regular line management and casework supervision.
12. Undertake any other duties that may be required from time to time which are commensurate with the grading of the post, although suitable adjustments will be made in line with the Equality Act.

**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.

**Person Specification**  A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

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| **Minimum Criteria for Disability Confident**  **Scheme \*** | **Criteria** | **Measured by** |
| **employer_small** | **Qualifications/Professional membership**   * Relevant experience/qualification relating to work with children. * Possess key skills equivalent to Level 2 in English, Maths, Communication, and IT * Willingness to work towards the completion of a recognised Youth Justice Qualification | A/I  A/I  A/I |
| **employer_small**  **employer_small** | **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 children and experience of face-to-face work with children * Experience of working as a member of a team and independently as required. * Basic knowledge of the Data Protection Act and its implications * Knowledge and application of assessment and review process * Evidence of using assessment, planning and review process in meeting the needs of children | A/I  A/I  A/I  A/I  A/I  A/I  A/I |
| **employer_small**  **employer_small** | **Skills**   * Evidence of transferable skills e.g., teamwork, interpersonal skills, communication skills, effective engagement, and a good level of 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 children, 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   **Other**   * Hours: 37 Hours Flexitime between 8am and 8pm with some weekend and Bank Holiday working * Subject to DBS check | A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I |

**employer_small** 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.

If you need a copy of this information in large print, Braille, another language, on cassette or disc, please ask us by contacting **Shared Services on 01905 947446**

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