Job title House Project – Young Person’s 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

Our aim is to create an environment where families are supported to stay together safely and live well in their communities by building on their strengths.

This is the right thing to do. Families tell us they do not want to be in services and evidence says that lives are better when needs can be met early within the family or community.

Working in this way is also more sustainable. We can support more families to live better lives if we focus on addressing needs as early as we can. This report details the changes we have already made across the children and families system.

We will continue to build a strengths-based approach which will promote a culture of inclusion and support to enable children to achieve their best outcomes.

Reporting Relationships

Responsible to: House Project Lead

Responsible for:

. Supporting our young people to make the transition to independent living. Providing practical and emotional support, along with advice and guidance to young people. You will need to work flexibly, innovatively and in a solution focussed and empowering way to help our young people to achieve the best possible outcomes

Key Accountabilities:

* Build positive relationships with our care experienced young people and providing direct support to help them to develop their independent living skills
* Providing practical and emotional individual and group support, advise and guide young people develop the skills to make the transition to independent living.
* Update and maintain detailed and accurate assessments of young people needs and plans to ensure young people receive the most appropriate support to independent living.
* Support young people to work with the local steering group to present policies, plans and reports to a high standard and with positive outcomes.
* Work in close collaboration with social care, education, health, housing and other agencies to ensure that young people’s views are at the heart of all decision making.
* Make safeguarding referrals as needed or required, acting at all times in accordance with local safeguarding procedures.
* Use the House Project Practice Framework in a way that is anti-discriminatory and that actively promotes equalities.
* As part of a multi-agency team around the children they will contribute to readiness assessment for House Project and provide regular up date to support social care as required on any aspects of care planning or other statutory work.
* Arrange and where necessary facilitate or chair meetings associated with the project.
* Support and empower the young people to engage in their Personal Education Plans, Pathway Plans and any other assessments/plans that are being undertaken in line with this project to support them into independent living.
* Engage and work with the National House Project, including attendance at Community of Practice meetings, training and conferences to gain continued professional development and share best practice.

**Professional Accountabilities:**

**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**   * NVQ 3 or equivalent in caring for children & young people or relevant experience |  |
| **employer_small** | **Knowledge and Experience**   * Knowledge and understanding of the Children Act 1989, 2004, Children (Leaving Care) Act 2000, Children and Social Work Act 2017, Homeless Reduction Act 2018 * Knowledge and understanding of the accommodation issues in relation to young people Leaving Care. * Knowledge of the Benefits System. * Significant experience working with young people, in particular to have experience of working with young people who have experienced trauma and adversity, and whose behaviour may be challenging or distressing. * Demonstratable experience of working with Children in Care and Care Leavers * Awareness/understanding of the social, emotional, safeguarding and practical challenges facing young people in care and care leavers and understanding of how these may be overcome. * Awareness/understanding of the specific needs of teenage parents and teenagers who are pregnant. * Awareness/understanding of the particular needs of young people Black and Asian young people Leaving Care. * Awareness/understanding of the needs of teenagers who are pregnant, and teenage parents. * Awareness/understanding of the education, training and work experience needs of young people, and the opportunities open to them. * Understanding of safeguarding and ability to assess situations for and with young people, managing and referring on appropriately. |  |
| **employer_small** | **Skills**   * Ability to produce accurate assessments, plans and individual support for young people in the House Project as agreed with the care professional network. * Ability to form positive relationships with young people to help facilitate their personal development and achieve the best possible outcomes * Ability to regulate high levels of emotion and tolerate the anxiety of others. * Ability and motivation to involve young people in decision making at every level. * Ability to work with experts, partners and young people to enable young people to assimilate, manage and further develop plans. * Ability to develop good working relationships with a variety of agencies to include colleagues in school, training providers, Youth Service, Social Care, Health, Careers and Youth Offending Service. * Effective communication skills, including verbal, non-verbal, written and digital. Ability to communicate with people in variety of contexts, i.e., one-to-one, group discussions and formal meetings * Ability to work effectively on own initiative, manage time, achieve challenging outcomes to tight deadlines. * Willingness to learn and use new technology to improve working practices. * Work flexibly, including evenings and weekends.   This post is designated as an essential car user |  |

**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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