

Job Profile Information: Youth Support Worker - Reparation & ISS

This supplementary information for *Youth Support Worker - Reparation & ISS* is for guidance and must be used in conjunction with the Job Capsule for Job Level Zone JNC Support Worker Level SCP: 18 - 21

Camden Way Category 3

It is for use during recruitment, setting objectives as part of the performance management process and other people management purposes. It does not form part of an employee's contract of employment.

Role Purpose:

To work with young people subject to Youth Justice outcomes, on a one to one basis and in group settings. You will support reparation projects as well as core elements of Intensive Supervision and Surveillance (ISS) packages, and where possible activities are linked with accreditation.

To engage with young people to support their personal and social development through a process of informal education by assessing their needs, and developing and delivering with them appropriate packages of support.

Example outcomes or objectives that this role will deliver:

- To use a variety of creative and innovative approaches to engage and enable young people's access to positive activities and services
- To identify and assess their risk and safety and wellbeing accurately and to develop adequate measures to affectively address these risk.
- In partnership with a wide range of agencies, to deliver effective evidence based group or individual interventions/programme for young people who are at risk of anti-social behaviour / social exclusion and at risk of disengagement from education, training and employment.
- To maintain clear, precise and appropriate records on client information systems, in accordance with local standards and maintain confidentiality and data protection guidelines.
- Utilise effective planning, monitoring and evaluation techniques to assess the quality of the work being delivered, against quality assurance and local and national inspection frameworks, taking action when required to address work that falls below a satisfactory standard.
- Contribute to the development of team/project/service plans and procedures for the service to ensure these reflect the needs of young people.
- Establish good relationships with young people, in order to identify their needs and ensure their engagement in the planning, organising, delivery and monitoring of the youth work programme.

People Management Responsibilities:

N/A

Relationships;

The post holder will be required to liaise and work effectively with various teams and services across the Children Schools and Families department. Camden teams are supported to work within the Resilience Family's framework that builds on developing resilience with young people and their families. This begins with staff teams feeling empowered to drive improvement and deliver excellent services.

Work Environment:

- The role will involve working unsocial hours, including evenings, weekends and on-call arrangements. As such, you will be required to work flexibly.
- Home visiting is a regular requirement of work with young people and families.
- The public contact element of this role involves regularly coming into contact with people, some of whom may at times challenging time to time challenging.
- The post holder will work with a case load of high risk and persistent offenders who present challenging behaviour.
- The post holder will be required to take responsibility for the compliance with Health and Safety, Data Protection legislation in accordance with the Council and departmental safety arrangements, policies and codes.
- Youth Support workers will have access to limited resources to support engagement and innovative approaches to working with young people.

Technical Knowledge and Experience:**Essential:**

- Level 3 and above qualification in Youth and Community work and coaching along with substantial experience of working with young people
- Social work (HPCC registered)
- Professional Certificate of Effective Practice (with considerable recent work experience in case management within youth justice system)
- Probation

- Restorative processes training
- Substantial experience of working with hard to engage young people

Desirable:

- Educated to degree level

Camden Way Five Ways of Working

In order to continue delivering for the people of Camden in the face of ever increasing financial pressure, we need to transform the way we do things. We call this the Camden Way. The Camden Way is a key part of our transformation strategy often referred to as the transformation triangle which links the Camden Plan, the Camden Way and the Financial Strategy together.

The Camden Way illustrates the approach that should underpin everything we do through five ways of working:

- Deliver for the people of Camden
- Work as one team
- Take pride in getting it right
- Find better ways
- Take personal responsibility

For further information on the Camden Way please visit:

<https://camdengov.referrals.selectminds.com/togetherwearecamden/info/page1>