

## Job Profile

**Job Title: Engage Youth Diversion Worker**  
**Job Grade: Level 3 Zone 2**  
**Salary Range: £36,984 - £42,526 per annum**

### About Camden

Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. Because, we're not just home to UK's fast-growing economy. We're home to the most important conversations happening today. And we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all.

### About the role:

The Youth Early Help Service (YEH) is part of the Camden Integrated Youth Support Service within the Early Intervention and Prevention Directorate. Youth Early Help is an adolescent focused service committed to supporting young people's successful transition into adulthood. Through the multi-disciplinary practitioners, made up of Youth workers, Connexions and Career Advisers, Substance Misuse workers and the YEH family workers, the service offers universal, targeted and specialist services to young people and their families. The aim of the service is to identify and respond to emerging problems for young people and by working with them, their family and their support network, offer tailor made support to improve outcome and build resilience, so that young people stay safe, be healthy, remain in education, training or employment and be able to play a positive role in their communities

Engage Youth Diversion Programme is an innovative programme of evidenced based and relational interventions, initiated at teachable/reachable moments in police custody. The Engage Youth Diversion Programme will work closely with the wider IYSS offer in Camden and statutory children's services.

The purpose of the Engage Youth Diversion Worker role is to meet with young people who are presented at police custody and in the community following their arrest who are identified as at risk of reoffending and serious youth violence and to ensure that support is put in place to reduce any safeguarding/ offending risks.

The Engage Youth Diversion Worker will be required to:

- Utilise restorative and relational approaches to engage creatively with young people to assess needs/risk and vulnerability and to design and deliver appropriate intervention to reduce offending/reoffending/Serious Youth Violence, becoming NEET and substance misuse.
- Carry out targeted assessments of young person to identify risk/vulnerability and safeguarding and the role parenting and whole family intervention has had on a child's behaviour and to work as part of a team in addressing and challenging identified concerns.
- Be responsible for development and delivery of outcome focused youth and family plan to ensure children/young people have a robust post custody support plan in place in the community
- Manage cases from referral to family plan, including experience of utilising restorative approaches to address adolescent risk taking/offending behaviour.
- Maintain clear, precise, and appropriate records on client information systems in a timely manner, in accordance with local standards, maintaining confidentiality and working within the data protection legislation/guidelines
- Offer support, information & advice to children and parents of children arrested around the risk of CCE/CSE/ SYV and offending behaviour.
- Ensure confidentiality is maintained at all times within the agreed boundaries.
- Be available to work outside office hours, including evening and weekends.

**About you:**

**Essential:**

Professional Qualification or significant relevant experience in any of the following:

- Social Work (SWE registered)
- Professional Certificate of Effective Practice or significant experience in working with young people
- Probation
- Degree in Youth and Community Work
- Level 4 or above IAG, Careers Guidance
- Psychology/Counselling
- Substance Misuse

Experience/Skills/Knowledge

- Experience of direct work with diverse young people, their families in a formal and informal settings

- Experience of working closely with a wide range of network including Health, Police, Education, Early Help, Crime Reduction, Youth Justice and children's safeguarding colleagues in order to signpost families into appropriate services.
- Good understanding of approaches to young people's development; the purpose and methods of social and informal education within the context of youth justice system including policies and strategies relating to at risk of offending and vulnerable young people.
- Knowledge of safeguarding, child protection, data protection and criminal justice principles and legislation.
- Proven ability in engaging with at risk and vulnerable young people and parents, setting and maintaining clear boundaries, building relationships and positively influencing change.
- Proven ability to manage complex Family cases from referral to family plan, including experience of utilising restorative approaches to address adolescent risk taking/offending behaviour.
- Proven ability in assessment and identification of need, risk and vulnerability; planning and delivering structured intervention for young people and parenting programmes to address these.
- Proven ability to communicate effectively, verbally, in person and in writing and an ability to write clear and concise reports within a youth justice environment to fixed timescales.
- Ability to take responsibility for planning own work, consistently achieving and delivering to time and quality, despite tight timescales and conflicting priorities.

### **Work Environment:**

This role requires flexibility in order to meet fixed deadlines and competing priorities

The role will involve working unsocial hours, including evenings, weekends and on-call arrangements. Attending custody suits to meet young people who are arrested is a core requirement of this role, along with meeting parent and carer. With core hours being developed in partnership with Met Detention and the needs of the service. It is anticipated that these will be between the hours of 1pm and 9pm.

The public engagement element this role involves regularly coming into contact with people, some of whom may at times be challenging from time to time

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.

The post holder will manage the coordination and signposting of a case load of family referrals and parents of young people with high risk and challenging behaviour, who have been identified by their arrest and time in police custody.

### **People Management Responsibilities:**

None

### **Relationships:**

The post holder will be required to establish and maintain partnerships with, Met Detention, Early Help, IYSS colleagues, Probation, Community Safety, Social services, schools and community and third sector providers. In addition, they will be required to effectively communicate with parents/carer and their children in order to discuss concerns and further referrals

### **Over to you**

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we're supporting people, and we'll redefine what a career can be. If that sounds good to you, we'd love to talk

### **Is this role Politically Restricted?**

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).

### **Diversity & Inclusion**

We want Camden Council to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do. Click [Diversity and Inclusion](#) for more information on our commitment.

### **Agile working**

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK ([www.HireMeMyWay.org.uk](http://www.HireMeMyWay.org.uk)). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

### **Asking for Adjustments**

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything

differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at [resourcing@camden.gov.uk](mailto:resourcing@camden.gov.uk) or post to 5 Pancras Square, London, N1C 4AG