

Job description

Job title:	Youth Practitioner (Level - Entry)
Grade:	Dorset Grade 7
Job evaluation reference:	ES662
Job family:	Health and Social Care

Purpose and impact

To work within the Harbour CWAD service for children who are disabled, including residential settings, to provide intensive short- term interventions for children and young people to prevent entry into care, provide long term care where appropriate, prevent placement breakdown, or facilitate placement step downs.

The core purpose of this job is to provide proactive support and interventions to families, children and young people so that they can achieve the best possible outcomes in life. The post holder will be responsible for the direct day-to-day care of children and young people within a residential home accompanied by other support tasks and duties. The post holder will also provide support to children and young people on the edge of care, accommodated in foster placements or still in family homes. The post holder will work in the community in addition to the residential homes and will play a supporting role to provide a range of interventions to prevent children entering care.

The post holder will work within a defined culture and intervention practice model and will adopt a solution focused and restorative approach.

Key responsibilities

- Be aspirational in supporting children and young people in all areas of their lives including physical/mental health, forming relationships, developing life skills, keeping safe, education/training/employment and accessing appropriate housing
- Be sensitive to the needs of the individual children and young people regarding race, culture, language, religion, gender, sexuality, faith and culture-specific events
- Develop effective working relationships with children and young people and maintain relationships throughout key transition points and post 18 if required
- Share in the practical activities necessary to maintain a warm, welcoming and safe environment
- Contribute to the assessment of risks and production of action plans in relation to challenging behaviours, safeguarding and general health and safety
- Provide for children and young people's physical needs as necessary-for example by cooking, cleaning, washing, ironing, shopping, budgeting, making appointments-and equip them with the skills they will need to be able to carry out such tasks themselves
- Deliver support to children and young people and families across all placements and services - i.e. activities, residentials, edge of care, accommodation placements, bespoke arrangements and after care services/placements



- Adopt a positive and strength based approach to working with children and young people and families in order to help them rebuild relationships, increase their achievements, reduce their risks and build on their strengths
- Promote and participate in Community Meetings
- Produce accurate, informative and timely written and IT-based records
- Participate in professional supervision and appraisals.
- Attend case progress meetings, statutory reviews and all other meetings as required and contribute to the formation and implementation of care plans and action plans that meet individual need
- Support the process of transition in a timely way by helping young people achieve and promoting their attainment of life skills
- Provide support to children and young people to return to their families, where appropriate
- Develop and utilise effective communication skills
- Develop and maintain effective working relationships with colleagues, managers, and other professionals in a team around a child.
- Give children and young people the opportunity to participate in decisions affecting them, as appropriate to their age and ability, and take their wishes and feelings into account
- To foster an ethos of inclusiveness and desire to work in partnership with parents/carers when planning packages of support and intervention.
- To deliver a flexible, responsive out of hours service of planned work to meet the needs of families
- To follow Child Protection procedures, in consultation with managers and to liaise with other agencies as appropriate.
- To participate in training and development as required
- To undertake sleeping- in duties

NB: The duties and responsibilities of this post are not restrictive and the post holder may be required on occasion to undertake other duties. This will not substantially change the nature of the post.

Supervision and management

Reporting to: Registered Manager/Deputy Manager (Youth Practitioner L3)

Other factors

The working pattern will be flexible and will reflect the needs of the cohort of children and young people that the service is working with at any particular time. Weekend, evening, bank holidays and night work will be required on a rota basis. Sleep-in duties will be required for which an allowance is payable.

Our behaviours

Dorset Council has developed and embedded a set of behaviours that will form part of everything you do and you will need to be able to demonstrate them through the way you work, regardless of your role or grade within the organisation.

Full details can be found on the job website under 'Working for Dorset Council'.



Person specification

Applicants will be shortlisted on the basis of demonstrating that they fulfil the following criteria in their application form and should include clear examples of how they meet these criteria. You will be assessed in some or all of the specific areas over the course of the selection process.

Entry Level

Essential

Essential criteria are the minimum requirement for the above post.

Qualifications/ training/registrations
Required by law, and/or essential to the performance of the role
1. Hold or have commitment to gain QCF Level 3 Diploma Health and Social Care or equivalent
2. Enhanced DBS clearance
Experience
3. Experience of working or volunteering with young people
Skills, abilities & knowledge
6. Good communication, interpersonal and advocacy skills
7. Skilled in forming and maintaining relationships with young people
8. Team Working Skills
9. IT skills to effectively use systems for practice
10. Willingness to undertake on-going training
11. Role model for children and young people
Behaviours
12. Responsibility
13. Respect
14. Recognition
15. One Team: Collaboration
Other
16. Ability to meet travel requirements of the post



Desirable

Desirable criteria will be used in the event of a large number of applicants meeting the minimum essential requirements.

Qualifications/ training/registrations	
17. NVQ 3/QCF Level 3 in Caring for children and young people	
18. Team Teach de-escalation restraint training	
19. First Aid qualification	
20. Effective recording/report writing skills	
21. Numeracy and literacy skills	
Experience	
22. Experience of working with children in a residential setting	
23. Knowledge of the Directorate's policies and procedures	
24. Experience of children and young people with Adverse Childhood Experiences	
25. Awareness of issues around disability	
26. Working flexibly across a range of settings	
27. Experience of direct work with families	
Skills, abilities & knowledge	
28. Knowledge of the Children's Homes Regulations	
29. An understanding of key childcare legislation, regulations, guidance and assessment frameworks	
30. Knowledge of the effect of ACE on development	
31. Analytical skills, data collection and benchmarking	
32. Problem solving skills and the ability to find innovative solutions	
33. Interagency collaboration skills	

Approval			
Manager		Date	



