

Job description

Job title: Youth Practitioner

Grade: Dorset Grade 8 - Level 1

Job evaluation reference: ES654a – Level 1

Job family: Health and Social Care

Purpose and impact

To work within the Harbour service, including residential settings, to provide intensive short-term interventions for young people to prevent entry into care, escalation to long term care, prevent placement breakdown, or facilitate placement step downs.

The core purpose of this job is to provide proactive support and interventions to families 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 young people within a residential home accompanied by other support tasks and duties. The post holder will also provide support to 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 key role providing 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

1. Champion support for young people across all aspects of their lives, including physical and mental health, relationships, life skills, safety, education, training, employment, and housing.
2. Demonstrate cultural sensitivity, recognising and responding to individual needs related to race, culture, language, religion, gender, sexuality, faith, and other personal or cultural considerations.
3. Build and maintain effective, supportive relationships with young people, particularly during key transitions and post-18 support where required.
4. Contribute to creating a warm, welcoming, and safe environment through practical, hands-on activities.
5. Assess risks, develop actionable plans, and implement a risk-managed (rather than risk-averse) approach to address challenging behaviours, safeguarding, and health and safety concerns.
6. Support young people's physical needs by assisting with daily tasks such as cooking, cleaning, budgeting, and appointments, while equipping them with the skills to manage these independently.
7. Deliver tailored support to young people and families across Harbour placements and services, including activities, residential care, edge-of-care services, accommodation, bespoke arrangements, and aftercare.



8. Ensure young people are well-informed about their rights and circumstances, encouraging active participation in planning their futures.
9. Use a solution-focused approach to help young people and families rebuild relationships, enhance achievements, reduce risks, and build on their strengths.
10. Actively promote and participate in Community Meetings to foster inclusivity and shared understanding.
11. Maintain accurate, timely, and detailed records using appropriate IT systems.
12. Engage in reflective practice to continually improve both personal and organisational approaches, making full use of professional supervision and appraisals.
13. Attend and contribute to case progress meetings, statutory reviews, and other required discussions, supporting the creation and implementation of care and action plans tailored to individual needs.
14. Facilitate timely transitions by helping young people achieve life skills and promoting their independence.
15. Provide proactive support to help young people reunite with their families where appropriate.
16. Cultivate strong communication skills to effectively engage with young people, families, and colleagues.
17. Develop and maintain collaborative working relationships with colleagues, managers, partners, and stakeholders.
18. Empower young people to participate in decisions affecting them, respecting their age and abilities, while considering their wishes and feelings.
19. Foster an inclusive ethos, working in partnership with parents and carers to plan effective support and interventions.
20. Deliver a flexible and responsive out-of-hours service to address family needs through planned work.
21. Adhere to Child Protection procedures, consulting with managers and liaising with relevant agencies as required.
22. Attend planning meetings and child protection case conferences, contributing actively to safeguarding efforts.
23. Participate in ongoing training and professional development opportunities to enhance skills and effectiveness.
24. Undertake sleeping-in duties as part of the role, ensuring comprehensive care and support are provided.

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

Other factors

The working pattern will be flexible and will reflect the needs of the cohort of children that the service is working with at any 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.



Enhanced DBS clearance is required for this role.

Our values

Our values act as guiding principles, defining what we believe is important in the ways we work together. Our values are Respect, Together, Accountability, Openness and Curiosity. Full details can be found on our website.



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.

Essential

Essential criteria are the minimum requirement for the above post.

Qualifications / training / registrations	Assessed through:
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	Application form
Experience	
2. Experience and resilience in working with young people	Application form
3. Working flexibly across a range of settings	Application form
4. Experience of direct work with families	Application form
Skills, abilities & knowledge	
5. Effective recording/report writing skills	Interview Assessment
6. Numeracy and literacy skills	Interview Assessment
7. Problem solving skills and the ability to find innovative solutions	Interview Assessment
8. Good communication, interpersonal and advocacy skills	Interview Assessment
9. Skilled in forming and maintaining relationships with young people	Interview Assessment
10. An understanding of key childcare legislation, regulations, guidance and assessment frameworks	Interview Assessment
11. Team working skills	Interview Assessment
12. Interagency collaboration skills	Interview Assessment
13. IT skills to effectively use systems for practice	Interview Assessment
14. Willingness to undertake on-going training	Interview Assessment
15. Excellent role model for children and young people	Interview Assessment
16. Ability to meet the travel requirements of the post	Interview Assessment
Our values	
17. Respect	Interview Assessment
18. Together	Interview Assessment
19. Accountability	Interview Assessment
20. Openness	Interview Assessment
21. Curiosity	Interview Assessment



Desirable

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

Qualifications / training / registrations	Assessed through:
22. NVQ 3/QCF Level 3 in caring for children and young people	Application form
23. Team teach de-escalation restraint training	Application form
24. First aid qualification	Application form
Experience	
25. Experience of working with children in a residential setting	Application form
26. Experience of children and young people with adverse childhood experiences	Application form
Skills, abilities & knowledge	
27. Knowledge of the directorate's policies and procedures	Interview Assessment
28. Knowledge of the Children's Homes Regulations	Interview Assessment
29. Knowledge of the effect of ACE on development	Interview Assessment
30. Analytical skills, data collection and benchmarking	Interview Assessment

Approval			
Manager		Date	January 2025

