

Job Profile comprising Job Description and Person Specification

Job Description

Job Title: EVOLVE Practitioner (18-25)	Grade: Linked grade Scale 6 – SO2
Section: EVOLVE, Early Help	Directorate: Children Services
Responsible to following manager: Team Manager / Senior Practitioner	Responsible for following staff: N/A
Post Number/s:	Last review date: June 2020

Working for the Richmond/Wandsworth Shared Staffing Arrangement

This role is employed under the Shared Staffing Arrangement between Richmond and Wandsworth Councils. The overall purpose of the Shared Staffing Arrangement is to provide the highest quality of service at the lowest attainable cost.

Staff are expected to deliver high quality and responsive services wherever they are based, as well as having the ability to adapt to sometimes differing processes and expectations.

The Shared Staffing Arrangement aims to be at the forefront of innovation in local government and the organisation will invest in the development of its staff and ensure the opportunities for progression that only a large organisation can provide.

Job Purpose

The borough's Adolescent Exploitation Offer is delivered through the EVOLVE partnership based within the Early Help Division. EVOLVE has a focus on:

A multi-agency response to children who are at risk of sexual exploitation, of going missing, those at risk of criminal exploitation, a reduction of youth violence and gang affiliation.

The EVOLVE Practitioner (18-25) is focussed on the engagement of young adults aged 18 -25 years where there are risks of them being involved in serious offending or being exploited. The aim is to divert them away from violent crime or exploitation.



The postholder will work as part of the Evolve Adolescent Exploitation Team within the Early Help Division's model, hold cases and provide services to young people aged 18-25 years affected by going missing, criminal exploitation, sexual exploitation and gang affiliation. They will work in collaboration with the lead professional (for example, National Probation Service) to deliver a variety of relationship based 1-2-1, or targeted group work, interventions to support young people. The interventions will be designed to divert from offending and increase safety for young people by identifying concerns and alternative positive activities. The work centres on the importance of creating safety in relationships - with a primary carer, trusted adult or consistent professional.

The Evolve Practitioner will offer non-judgemental and trauma informed intensive support which focuses on what young people's / young adults' behaviour is telling us about their lived experience.

The work is bespoke, consent based and service user led. In this role the Evolve Practitioner will work hard to find creative ways to engage with all young people and work with them on a range of different areas that could be affecting their lives/risk of or experience of exploitation such as:

- Self esteem
- Risk of exploitation
- Healthy relationships
- Sexual health
- Safety planning
- Developing resilience
- Positive problem-solving skills
- Handling conflict

The Evolve Practitioner will ensure that through persistent and assertive engagement and support; young people and their families will make and sustain positive behavioural changes and be able to live safer, healthier, happier lives free from harm and risk associated with adolescent youth violence and exploitation.

Specific Duties and Responsibilities

1. In conjunction with Team Manager and Senior Practitioner reporting on impact of interventions required by the Violence Reduction Unit and Community Safety Partner.
2. To manage a complex caseload with a high degree of personal accountability and discretion, undertaking one-to one and co-working; working closely alongside key lead professionals and colleagues from across Childrens Services, Probation, prison service, mental health and other partner agencies to deliver best practice through an integrated response.

3. To plan quickly and effectively, working alongside young people to achieve shared goals, providing a clear plan to sustain progress when involvement of the service ceases: working effectively with colleagues to promote better outcomes for children and young people.
4. Provide tailor-made interventions to respond to individual needs and risks making use of home visiting, outreach, school interventions, and a range of other youth work strategies to engage young people's interest and engagement in the service.
5. To plan and deliver interventions on an individual, family and group basis which are delivered in a range of ways and places including but not exclusive to activities for families, family support, group work which may take place in the community, school or home.
6. Support young people with practical matters such as benefits, housing, education, training and employment, parenting, sexual health. Provide swift and easy access to relevant agencies and rapid responses to service users, allowing fast solutions and reducing the need for continued reliance on illegal activities that may lead to exploitation, imprisonment or violence.
7. To provide some specific targeted activities for children and families we know are particularly vulnerable to exploitation e.g. young carers, children living with or having lived with domestic violence and abuse, parents with mental health or substance misuse and specific BAME groups.
8. To ensure that children are safeguarded and that concerns for a child's safety are reported swiftly using the appropriate safeguarding processes.
9. To record work on Mosaic social care database.
10. To undertake impact evaluation using the designated tool with all young people when starting and finishing work.
11. To locate and develop contacts with key agencies within the community such Housing, National Probation Service, Health, community volunteer projects etc. which can lend ongoing support towards change and diversion.
12. To work together with a range of professionals and partners to delivery activities and groups that build pro-social relationships, emotional regulation, positive risk taking and resilience.
13. To undertake evaluation at the beginning and end of each group work course.



14. To participate in and contribute to supervision, staff appraisals, group supervision and team meetings.
15. To work closely with our partners in the National Probation Service, Community Safety, Housing, education, health and social care to ensure the right families are accessing the Early Help Offer.
16. To work flexibly across a range of sites and settings and delivering sessions in the evenings and at weekends as required.
17. To maintain professional expertise, as a minimum in one or more of the following areas – whole family approach, adolescents, contextual safeguarding, special educational needs and disabilities, working with children with complex needs.
18. Be a trusted person for identified children and families.
19. Work in a manner that children and families have told us they value which includes, being respectful, having purpose to your contact and interaction, doing what you say you will do, being compassionate, caring about their welfare, maintaining clear boundaries, being persistent, seeing the child first not the behaviour.

Progression to SO1

- To lead a range of partners to deliver the borough wide Early Help Offer and ensure that children and families who need more targeted support have worked with the family to develop a plan that can be worked on in a targeted 1:1 way with the child, young person or family.
- To chair TAF and risk assessment meetings with the family to review actions against a plan and ensure progress is happening.

Progression to SO2

- To have completed a level 3 qualification in Youth Work, Early Years or equivalent qualification relating to Children's and Young People's Workforce.

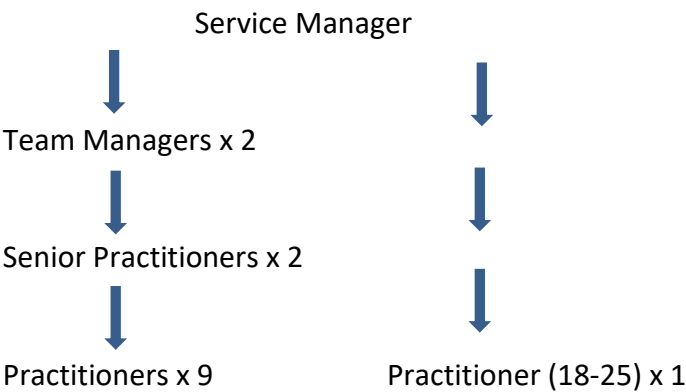
Generic Duties and Responsibilities

- To contribute to the continuous improvement of the services of the Boroughs of Wandsworth and Richmond.
- To comply with relevant Codes of Practice, including the Code of Conduct and policies concerning data protection and health and safety.
- To adhere to security controls and requirements as mandated by the SSA’s policies, procedures and local risk assessments to maintain confidentiality, integrity, availability and legal compliance of information and systems
- To promote equality, diversity, and inclusion, maintaining an awareness of the equality and diversity protocol/policy and working to create and maintain a safe, supportive and welcoming environment where all people are treated with dignity and their identity and culture are valued and respected.
- To understand both Councils’ duties and responsibilities for safeguarding children, young people and adults as they apply to the role within the council.
- The Shared Staffing Arrangement will keep its structures under continual review and as a result the post holder should expect to carry out any other reasonable duties within the overall function, commensurate with the level of the post.

Additional Information

N/A

Team structure



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Our Values and Behaviours

The values and behaviours we seek from our staff draw on the high standards of the two boroughs, and we prize these qualities in particular:

Being open. This means we share our views openly, honestly and in a thoughtful way. We encourage new ideas and ways of doing things. We appreciate and listen to feedback from each other.

Being supportive. This means we drive the success of the organisation by making sure that our colleagues are successful. We encourage others and take account of the challenges they face. We help each other to do our jobs.

Being positive. Being positive and helpful means we keep our goals in mind and look for ways to achieve them. We listen constructively and help others see opportunities and the way forward. We have a ‘can do’ attitude and are continuously looking for ways to help each other improve.

Person Specification Requirements		Assessed by A & I/ T/ C (see below for explanation)
Knowledge		
Of policy, legislation, guidance and best practice in safeguarding young people who are at risk of or being exploited.		A/I
Of the development of children and young people and the needs of vulnerable exploited children and young people		A/I
Of working in diverse communities		A/I
Of the impact of trauma, adverse childhood experiences and poor attachment		A/I
Of relevant inspection frameworks and their associated standards		A/I

Experience	
Of working directly with adolescents and young adults affected by CSE, Missing, Criminal exploitation, youth violence, gangs, missing, county lines and their families in a social care or non-statutory environment	A/I
Have a good understanding of working in partnership with services for young adults.	A/I
Of improving outcomes by working in a strength based manner with children, young people and families	A/I
Of delivering group work and activities to create resilience	A/I
Of engaging and building trusted relationships with vulnerable and exploited children, young people and families	A/I
Of safeguarding policies and processes	A/I
Of using IT and digital tools to support their work and engage families	A/I/T
Skills	
Communicating with children, young people and their families in an open and non-judgmental way	A/I
Skills in being inquisitive and persistent when working with vulnerable families	A/I
Providing practical support to children, young people and families to support them to thrive	A/I
Skills at writing and speaking in a clear and easy to read style that supports children, young people and family engagement	A/I
Qualifications	
A qualification at level 3 or above in a related area for example early years, youth work, family & social care, education, community work	A/C/I

A – Application form / CV

I – Interview

T – Test

C - Certificate