

Job Description and Person Specification

Youth Engagement Worker

A Lambeth to be proud of



Job Title: Youth Engagement Worker

Department: Children's Services

Division: Integrated Children's Commissioning & Youth Services

Grade: SC4

Reports to: Youth Engagement Coordinator

Responsible for: N/A

Context

The Engagement Service is a preventative service which supports children, young people and families to intervene early and reduce the vulnerabilities, risks and factors that lead to offending behaviour. The service sits alongside the Youth Justice and Contextual Safeguarding Services to deliver an integrated response which supports children and young people to fulfil their potential and make positive contributions to society.

Job Purpose

To support the needs and development of children and young people at risk of offending, family breakdown, homelessness, sexual and criminal exploitation. The aim of the role is to provide support at the point when problems emerge, preventing the need for more specialist services further down the line.

Equality, diversity, and inclusion best practice will be integral to the range of responsibilities.

Responsibilities

This job description is intended as a guide and is not an exhaustive list of the duties and responsibilities of this role, such duties may vary from time to time without changing the general character of the post or the level of responsibility entailed. Equality, diversity, and inclusion will be considered across the range of responsibilities.

1. To build and maintain positive relationships with children and young people and their families to enable their engagement to achieve successful outcomes
2. Undertake any duties necessary to meet the needs of the service and of the service users, predominately in the evening or at weekends but also including occasional daytime during school holidays.
3. To develop and deliver exciting new ideas and activities and deliver face to face outreach work
4. To offer a quality service to children and young people and help to develop their potential to grow as individuals and as members of society.

5. To work within a team to identify the needs of children and young people and assist in the delivery of personal development plans
6. To monitor and evaluate in consultation with colleagues and children and young people
7. To understand the neighbourhood and communities in which you work
8. To make appropriate referrals to support services such as Early Help, Education, CAMHs and SaLT
9. To support the development of work within a diverse agenda
10. To provide children and young people with a role model to form a constructive trusted relationship that supports the child/young person to develop social and personal skills.
11. To promote positive learning experiences through the delivery of training programmes and supporting children/young people into education.
12. Work collaboratively with the YJS service and partner agencies to support the delivery of targeted interventions aimed at preventing and reducing offending behaviour and keeping children/young people safe.
13. To support children/young people on reparation projects and assist them to understand and appreciate the restorative focus of the task.
14. To undertake the role of Appropriate Adult (PACE) when required.
15. Effectively manage resources allocated by the Youth Engagement Coordinator for the delivery of services to ensure best value and ensuring compliance with the financial regulations of the Council.
16. Supporting young people, where appropriate, in identifying sources of funding and supporting their involvement in funding bids related to addressing identified needs relevant to the area of work.
17. To promote the child/young person's participation in leisure activities and developing interests.
18. To attend and engage in briefings, de-briefings and team meetings as required.
19. The post holder will participate in the Councils appraisal scheme, take responsibility for the implementation of own Personal Development Plan and continued professional development in those areas relevant to their role and will ensure that the same process is undertaken to all line managed staff.
20. To work flexibly in undertaking the duties and responsibilities of this job and participate as required in multi-disciplinary cross-department and cross-organisational groups and task teams.
21. To take responsibility, relevant to the post, for ensuring that Council statutes and government legislation is upheld. This includes, amongst others; Management Compliance Charter, Environmental Policy, Data Protection Act, Race Equality Action Plan, Quality Assurance Plan, Health & Safety, Sustainable Construction and Recycling.

22. To implement the Council's Equal Opportunities and Diversity policies and to work actively to overcome discrimination on grounds of age, disability, gender, race, religion/belief, sexuality or status in the Council's service. To take responsibility appropriate to the post held for tackling racism and promoting good race, ethnic and community relations.

PERSON SPECIFICATION

<p>It is essential that in you can meet the following requirements for the role and be able to give evidence or examples of your proven experience in each of the short-listing criteria marked Application (A).</p> <p>You should expect that all areas listed below will be assessed as part of the interview and assessment process should you be shortlisted.</p> <p>If you are applying under the Disability Confident scheme, you will need to give evidence or examples of your proven experience in the areas marked with "Ticks" (✓) on the person specification when you complete the application form.</p>			Shortlisting Criteria
<p><i>For link/career graded post, please mark knowledge, experience, and behaviours clearly for each grade.</i></p>			
Qualification	Q1	A recognised JNC Youth Work qualification or equivalent	✓A
Key Knowledge	K1	Knowledge and understanding of safeguarding policies and procedures	A
	K2	Knowledge of current legislation and issues relating to children, young people & families including children/young people who offend	
Relevant Experience	E1	Demonstrable experience of working with children & families including young people.	✓A
	E2	Some experience working with children/ young people who have offended or have been at risk of offending.	A
	E3	Experience and ability to communicate effectively with children/ young people, both individually and in group settings.	✓A
Other Requirements	R1	Able to work outside normal working hours including evenings and weekends. A commitment to be able to work at weekends is essential. Ability to travel across the Borough & deliver support from a range of community bases.	
	R2	This post is subject to an enhanced DBS check.	

CORE VALUES AND BEHAVIOURS



- Listen to the views of others and ask for their opinions making sure that everyone in my team inputs into the things that matter.
- Ensure fairness and justice is at the heart of my decision making and support to my team and others.
- Take time to build trust, building the respect of our stakeholders and ensuring as a team we take accountability for doing what we agree to do.
- Develop others and ensure we work as one team for Lambeth, encouraging everyone to play their part.
- Take positive action to ensure everyone in my team has opportunities to learn and grow at work.
- Encourage everyone to be themselves at work and value who they are.
- I am inclusive and actively celebrate diversity, recognising everyone in my team as individuals.

- Treat each member of my team with respect and dignity just as I would want for myself.
- Encourage each member of my team to do their very best work and am available to them to provide support and guidance.
- Personalise my support to each team members and look out for them, lending a hand wherever I can
- Encourage everyone to try and learn from mistakes and use integrity to take action with my team to put things right together
- Work with empathy seeking to understand each and every member of team, their unique perspective and circumstances and ensure everyone is heard
- Take the time to communicate, being honest, open and genuine and taking the time to get to know team members as individuals.
- Show compassion and patience recognising that everyone in the team has unique experience and celebrating the great work they do for Lambeth.
- Look after the health and wellbeing of my team members and encourage open and regular discussions about the issues that impact on them, working together to find solutions.



- I encourage and support my team to do the right thing even when it's tough and we communicate our decisions in a timely way.
- I ensure my team and employees take individual and collective accountability for performance and delivery, making sure that they have clear plans and performance objectives.
- I ensure my team plan ahead, getting the basics right and take swift action when problems arise.
- I encourage my team to be risk aware and ensuring that our decisions and actions are informed and understood and communicated to others.
- I provide regular, timely and constructive feedback to my team members on their performance and behaviours and act quickly when performance is not on track.
- I share my learning, knowledge and skills with others through coaching and mentoring and encourage others to do the same.
- I ensure that my team and I put residents, communities, customers and their needs at the centre of everything we do.
- I encourage my team to learn and grow and ask questions to find the information they need to do their jobs.

Accountability behaviours



One Lambeth
CONNECTED BY PURPOSE

Ambition behaviours



One Lambeth
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- Am proud of our borough and my team and encourage everyone in the team to aim for the highest possible standards of excellence in everything we do.
- Encourage my team to be flexible and try new things when it's appropriate to do so and tell me what could be improved.
- Promote a one team for Lambeth approach reaching out to our stakeholders to face our challenges together.
- Encourage and support my team to be courageous for our residents and communities and stop at nothing to ensure they have the best possible outcomes.
- I make time for the team to Innovate and look for creative ways to do things better, being curious about possibilities.
- Positively challenge and encourage the team to collaborate and look for solutions together across service and team boundaries.
- Make time for my team to grow and develop taking advantage of opportunities to learn from each other and others. We plan our learning and career growth.