

Job Description and Person Specification

Vanguard Caseworker

A Lambeth to be proud of



Job Title: Vanguard Caseworker

Department: Children's Families & Education

Division: Children's Social Care

Business Unit:

Grade: PO1

Reports to: Team Manager

Responsible for: none

Context

The Vanguard approach within a local authority setting focuses on delivering early, targeted, and preventative support for children and young people aged 18 and under who are at risk of poor outcomes. It brings together multi-agency partners including social care, education, health, and community services to provide coordinated, holistic interventions that address underlying needs rather than responding only at crisis point.

Central to this model is a strengths-based, trauma-informed approach that prioritises safeguarding, family engagement, and building resilience. By working proactively with young people and their families, Vanguard aims to reduce risk factors such as exploitation, exclusion, and family breakdown, while improving long-term wellbeing, stability, and life chances. The approach also supports system improvement by identifying service gaps, enhancing collaboration, and embedding more effective, joined-up ways of working.

Job Purpose

The Vanguard Case Worker provides intensive, trauma-informed, relational support to children and young people (CYP) aged up to 21 who are either affected by, or at risk of, serious violence and complex needs across community, peer and family contexts.

The role combines:

- Community-based youth support
- Contextual safeguarding practice
- Multi-agency coordination
- Advocacy and pathway navigation
- Contribution to clinical formulation and risk management
- The Case Worker is a core member of the borough's CMSVR Vanguard delivery and works in close partnership with:
 - Clinical Hub clinicians
 - Local schools, police, YOS

- Lambeth Safeguarding Partnership
- NHS and VCS partners

This role is designed to support CYP who face significant barriers to engaging with traditional services.

Responsibilities

Direct Work with Children & Young People

- Build strong, trusting, consistent relationships using a trauma-informed approach.
- Deliver flexible 1:1 and group-based support in community settings chosen by the CYP.
- Complete holistic, strengths-based assessments that consider contextual risk factors (peer groups, neighbourhood, school exclusion, online environments).
- Develop needs-led care/support plans jointly with the Clinical Hub.
- Support CYP to access EET (education, employment, training), wellbeing support, positive activities, community resources, and family services.

Safeguarding & Risk Management

- Conduct dynamic risk assessments, updating plans as risks change.
- Identify and escalate concerns relating to exploitation, violence, or immediate safety.
- Attend weekly multi-professional caseload reviews with the Clinical Hub.
- Liaise with Lambeth MASH in accordance with safeguarding thresholds.
- Record all safeguarding information accurately and promptly in line with data protocols.

Multi-Agency Coordination

- Act as key worker and coordinating professional for the young person.
- Attend multi-agency meetings (school reviews, YOS meetings, CAMHS consultations, etc.).
- Share real-time case intelligence with Clinical Hub and Delivery Partner managers.
- Advocate for CYP within systems that have historically not met their needs proactively. Strengthen local partnerships with youth services, schools, community organisations, and statutory providers.

Prevention & Community Outreach

- Actively identify young people at emerging risk through community presence.
- Build and maintain strong relationships with community groups, youth organisations, and local networks.

- Support delivery of evidence-informed parenting programmes where required.
Connect CYP and families with appropriate community and statutory resources.

Supervision, Training & Professional Development

- Participate fully in Clinical Hub supervision, including:
 - 1:1 supervision
 - Group reflective practice
 - Case formulation sessions
- Complete required training including:
 - Family Partnership Model
 - Trauma-informed practice
 - Anti-racist and cultural humility training
 - Vicarious trauma support
- Engage with the competency framework jointly developed by Clinical Hub and Delivery Partners.

PERSON SPECIFICATION

It is essential that 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). You should expect that all areas listed below will be assessed as part of the interview and assessment process should you be shortlisted. 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.			Shortlisting Criteria
<i>For link/career graded post, please mark knowledge, experience, and behaviours clearly for each grade.</i>			
Key Knowledge	K1	Knowledge of contextual safeguarding (peer influence, community risks, exploitation patterns).	
	K2	Strong communication and partnership-working skills.	
	K3	Ability to maintain timely, accurate records and data.	
	K4		
Relevant Experience	E1	Experience supporting young people with complex needs or high-risk behaviours.	
	E2	Ability to form trust with young people who may distrust services.	
	E3	Ability to work independently across multiple community settings.	
	E4	Experience with safeguarding protocols and multi-agency working.	
	E5		
Qualification		No degree required. Equivalent experience welcomed. However, qualifications such as Youth Work Level 3+, Health & Social Care Level 3+, Trauma-informed practice training, Accredited VCS training or community qualification pathways are welcomed.	

Core Values and Behaviours		Equity • 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.	
		Kindness • 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.	
		Accountability • 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 thorough 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	
		Ambition • 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.	