

JOB DESCRIPTION

JOB TITLE: Adolescent Worker
REPORTS TO: Adolescent Service Manager
DEPARTMENT: Families, Children & Learning
SECTION: Adolescent Services
Grade M11

PURPOSE OF THE JOB

The primary aim of Adolescent Services is specialist multi-disciplinary service working to reduce and respond to adolescent risk and vulnerability. This is undertaken through working with individuals, families and cares in addressing individual problematic behaviours. Adolescent Services work statutorily with young people who are at risk of family breakdown, involved in the Criminal Justice System or at high risk of exploitation. Adolescent Services also provide voluntary specialist substance misuse and health support for young people. The aim of the service is to support children and young people in achieving positive outcomes to prevent family breakdown and prepare them for a successful adult life. The adolescent service is a specialist services, working with high risk young people.

You will carry out all duties as a professional worker consistent with background qualifications and experience. You will provide a range of interventions (including group work) to young people their families and victims of youth crime.

You will work in partnership with criminal justice and children's services partners as required by legislation and in accordance with national standards, occupational standards and effective practice guidelines.

You will work with those young people who are at risk of exploitation, offending, substance misuse, teenage pregnancy, needing sexual health advise and those who pose a risk of harm to others and themselves.

PRINCIPLE ACCOUNTABILITIES

You will specialise in one or both areas of Youth Justice or Substance misuse and adolescent health (sexual health, teenage pregnancy).

- To undertake comprehensive assessments, develop risk plans and provide interventions to children and young people taking account of holistic needs that underpin problematic behaviours that lead to offending, exploitation, teenage pregnancy, substance use and other problematic behaviours. To use harm reduction

and relapse prevention interventions in line with care plans agreed with the young person and carers/professionals where appropriate

- To provide interventions from assessment through to planning interventions and review, in line with national standards, occupational standards and using effective practice guidelines.
- To be sensitive to the impact upon victims of youth crime and substance misuse upon communities; to promote and undertake restorative justice interventions as necessary and ensure repeat victimisation does not occur.
- To comply with prescribed timescales for assessments, reports and reviews. To provide analytical, evidence-based assessments, reports and reviews, including those for Courts (criminal, family and coroners).
- To provide support and work with families and carers, devising plans to address identified needs to both safeguard and support placement stability.
- To work with other agencies and professionals to ensure young people receive appropriate and where necessary specialist treatment and manage and reduce their risk and vulnerability in the community.
- To work with health professionals to provide and support community detox programmes.
- To work directly with young people following assessment offering personalised interventions based upon indicators of risk, vulnerability and future harm.
- To work flexibly, according to the needs of the service and participate in a number of rotas, including court, daytime, late night duty and weekends and bank holiday cover.
- To provide support to less experienced and unqualified staff in the service and contribute to on-the-job training in relation to team, policies and procedures and induction arrangements.
- To provide training, consultation and support to other professionals as required. To develop briefings for professionals that will keep their knowledge and skills up to date. To be responsible for dissemination of specialist knowledge in the specific field (substance misuse, teenage pregnancy, offending) and working with the media team and partners as required.
- Promote a practice philosophy which seeks to empower service users to develop and maintain a capacity for coping without long term agency involvement and to ensure assessments and intervention plans reflect this aim.
- To ensure the users' voice is represented within the service and facilitate opportunities for their involvement with the service and user forums.
- Access, input and retrieve data from relevant ICT systems in accordance with relevant legislation, guidance and policy relating to the exchange of sensitive information.

- Actively participate in team meetings, supervision, staff development programmes and training, both mandatory and developmental.
- Work in accordance with all council and service specific policies and procedures.
- To be aware of and act in accordance with the Council's Equalities Policy. To be aware of and act in accordance with the Council's Health & Safety Policy and agreed Codes of Practice.

The Adolescent Service sits within Children's Safeguarding & Care, which values relationship-based practice, both in terms of work with colleagues and service-users. Although there are some opportunities for home-based working, the expectation is that engagement in team meetings and work with young people and their families will be face to face.

Your duties will be as set out in the above job description but please note that the Council reserves the right to update your job description, from time to time, to reflect changes in, or to, your job. There will be other duties and requirements associated with your job and, in addition, as a term of your employment, you may be required to undertake various other duties as may reasonably be required. The list of duties in the job description should not be regarded as exclusive or exhaustive.

You will be consulted about any proposed changes.

BRIGHTON & HOVE CITY COUNCIL

PERSON SPECIFICATION

JOB TITLE: Adolescent Worker
REPORTS TO: Adolescent Service Manager
DEPARTMENT: Families, Children and Learning
SECTION: Adolescent Services

Essential Criteria

Job Related Education, Qualifications & Knowledge

- Professional qualification such as social work, teacher, nurse, youth worker or youth justice/substance misuse degree
- Knowledge of offending behaviours and impact by young people and their effects/consequences
- Knowledge of substances used/misused by young people and their effects/consequences
- Understanding and experience of child protection policies, procedures and practice.
- Knowledge of all relevant children, young people, youth justice and substance misuse legislation and guidance
- Awareness of the department's quality standards and the ability to monitor and evaluate work against them.
- Knowledge and understanding of the principles of effective practice and ability to work to set standards
- Understanding of the concept of Hidden Harm and the impact of parental substance misuse on the young person. (desirable)

Experience

- Substantial experience of working with young people who offend / young people who mis/use substances/alcohol.
- Evidence of direct work with children and their families and experience of working to safeguarding principles.
- Experience of multi-agency working

Skills & Abilities

- Proven ability to carry out complex assessments that translate into responsive intervention plans
- Ability to communicate clearly and to provide intelligible verbal and written reports.
- Proven ability to complete succinct, effective and comprehensive records.
- Ability to use evidence and research to inform practice and decision making and to integrate theory into practice.
- Ability to access, retrieve and input data using a computerised database.
- Ability to be self-motivated and prioritise own workload.
- An ability to work constructively and conjointly with colleagues.

- Ability to work effectively in complex situations, exercising the powers and responsibilities of a professional adolescent worker including the appropriate use of discretion and the management of risk.
 - Ability to problem-solve, seek solutions and make informed decisions.
 - Competence in identifying and maintaining purposeful networks.
 - Competence in enabling others through peer support, training and coaching to the scope of the role.
 - Ability to measure performance against outcomes
 - To be able to demonstrate a commitment to the principles of Equalities and to be able to carry out duties in accordance with the Council's Equalities Policy.
- Equalities**
- Able to demonstrate reliability, consistency and commitment to work with children and families.
 - A commitment to joint agency working and a value base consistent with partnership working.
 - A commitment to ongoing professional development.
 - You will work across Brighton and Hove and be required to travel across England and Wales on occasion and will therefore need to access transport or demonstrate how you would achieve these travel requirements.
- Other Requirements**

HARDEST PART OF THE JOB

- To undertake direct work with complex young people and families, who are at risk of offending and reoffending to prevent further offending.
- To undertake complex substance misuse assessments for court and partner agencies and to aid the development of both a substance misuse intervention plan and their YOS offending management plan
- To work with other case officers and senior workers and deliver substance misuse interventions to young people at high risk of offending and risk to others, as part of their intervention plan.
- To maintain professional standards where demands may exceed resources, and to manage competing priorities.
- To sustain personal and professional well-being in a work context of client / family distress and possible hostility.

DIMENSIONS

- To manage effectively and efficiently a moderate caseload of complex/ intensive cases.
- To undertake both office duty and court duty as rota's require
- To develop and deliver group work as appropriate to client and community needs.

- To work with community groups and partner agencies to identify young people at risk of substance misuse and develop appropriate joint community interventions.
- To work with partner agencies to ensure a joined-up approach and plan around a young person.
- To keep the line manager(s) informed of situations that present particular risks or threats to clients, staff, or the department
- To ensure effective service delivery within area of delegated responsibility
- To ensure that in the day-to-day work of the child protection/safeguarding issues are responded to appropriately.

SCOPE FOR IMPACT

In working with a young person on a community order to ensure there is a robust substance misuse assessment and plan in place. The assessment will take place before court and be part of the pre-sentence report, advising the court on options for the young person around their use and interventions. The plan will address the issues around the young person's use, the impact on drug use their offending behaviour and wider behaviour. The plans will work towards reduction and harm minimisation of their substance misuse. The plan will be joined up and linked to other service plans. Respond appropriately if the young person fails to comply with an Order or withdraws from services/treatment. Acknowledge strong compliance and positive changes in behaviour and substance misuse.

The worker has worked with young people who have reduced their substance misuse to either a very low level or complete abstinence to develop a peer mentoring group. These young people have been trained by the substance misuse worker to deliver training to professionals, to do group work with other young people and collate their views and represent user voice at professional forums. They have also worked with these young people in order to enable them to become co-workers on parenting courses run for parents of young people who misuse drugs. The peer workers represent the views and views of young people to the parents and help them develop their skills, knowledge and techniques in how to talk to their adolescent children about drug related issues.

JOB CONTEXT

This post will take place within the multi-disciplinary/agency Adolescent Services. This post will be line-managed by an Adolescent Service Manager. The post holder will work with both young people on their caseloads and young people open to the senior case workers who may access their group interventions.

The post holder will have contact with young people both at council buildings, in community settings, the young person's home environment and custodial settings. The post holder will work as a lone worker within the community.

The post holder will be expected to work some weekend and evenings on a rota basis.