

# Job Profile

Position Details	
Post	Youth Practitioner
Service Area	Deputy Chief Executive
Reports to	Youth Engagement Co-ordinator
Grade	PO1 – £31,548 – £33,291
Job Family	To be completed by HR

Role Purpose
<ol style="list-style-type: none"> <li>1. Engage with young people to enable them develop their potential to be safe social and successful</li> <li>2. Improve outcomes for vulnerable young people and families in Haringey</li> <li>3. Contribute to personal development, educational, training and employment opportunities for young people, working to ensure inclusion and achievement</li> <li>4. Prevent escalation of need and reduce demand for statutory services</li> <li>5. Ensure young people are safeguarded by identifying and addressing child protection issues and concerns with colleagues as appropriate.</li> </ol>

Main Responsibilities
<ol style="list-style-type: none"> <li>1. To ensure access to and provide a programme of relevant social and educational positive activities within a designated locality which is informed and shaped by young people and Haringey's young people's strategy</li> <li>2. Deliver youth work and evidence based interventions with young people and families through social education activities, group work and one-to-one support, and ensure timely access to interventions provided by other agencies.</li> <li>3. Act as a dedicated key worker for young people – working with peers, family members and other professionals to develop, coordinate and deliver whole family support plans, including regular reviews of progress.</li> <li>4. Empower young people to access appropriate levels of quality advice and guidance support on a wide range of issues including education training and employment opportunities, health – including sexual health and substance misuse, personal relationships, housing</li> </ol>

5. Ensure the delivery of high quality interventions which can evidence impact, produce service improvement and make best use of the resources available through the effective use of assessment tools, action planning and review processes.
6. Work persistently to empower, challenge and support young people to achieve goals, providing practical 'hands on' support, and building resilience and other life-skills.
7. Ensure views and feelings of, young people and families about past present and future are explicitly reflected in assessment plans and reviews.
8. Engage young people in the design, development and evaluation of services and ensure feedback and views on services delivered are captured and acted on.
9. Contribute to the tracking of young people's destinations in order to identify young people who are NEET and support them in accessing pathways of support to reengage in EET.
10. Support activity that enables vulnerable young people's participation including providing support to activities and forums such as Young Carers, Children in Care Council, Youth Council if required.
11. Build effective and creative relationships with key partners such as Education, Youth Employment and Advice services, Children's Social Care, CAMHS, Youth Offending Service, Family Services, Voluntary, Community and Faith Sector, Police and Neighbourhood teams, in order to ensure that young people are identified at the earliest possible stage.
12. Develop and maintain effective working relationships with other professionals, including practitioners in education, health, community safety, housing and the voluntary and community sector - to coordinate and deliver effective interventions.

Generic Responsibilities
<ol style="list-style-type: none"> <li>1. Adhere to safeguarding, information sharing and risk assessment protocols within Adults and Children and Young People's Services, communicating risks/ issues early and taking account of personal safety and the safety of others.</li> <li>2. Work within LB Haringey's Information Sharing Protocol</li> <li>3. Work within the policies and procedures of LB Haringey with particular reference to issues of confidentiality and equal opportunities.</li> <li>4. Knowledge and experience of using IT/working knowledge adequate or sound knowledge required etc</li> <li>5. Understanding and commitment to promoting and implementing the Council's Equal Opportunities policies.</li> </ol>

6. To undertake any other temporary responsibilities aligned with the overall purpose and grade of the role.

Knowledge, Qualifications, Skills and Experience	Essential or Desirable
<b>Qualifications</b> <ul style="list-style-type: none"> <li>Recognised Youth Work qualification or equivalent in relevant field of work.</li> </ul>	Essential
<b>Abilities/Experiences</b> <ul style="list-style-type: none"> <li>Working directly with young people and their families from diverse backgrounds to deliver improved outcomes.</li> <li>Delivering Youth Work interventions within a Youth Centre setting.</li> <li>Key working in collaboration and partnership with a range of teams, services and agencies.</li> <li>Assessing and analysing needs of children, young people and/ or families to plan support and intervention.</li> <li>Understanding and implementing safeguarding and child protection identification and procedures.</li> </ul>	Essential  Essential  Desirable  Desirable  Essential
<b>Knowledge</b> <p>Can demonstrate knowledge of the following:</p> <ul style="list-style-type: none"> <li>Evidence based practice for young people and their families.</li> <li>Good understanding of youth work</li> <li>Equality and diversity issues</li> <li>Context/ issues (and support available) for families with multiple needs</li> <li>Safeguarding and child protection legislation</li> <li>Range of issues facing children, young people and/ or families including: mental health issues, physical health issues, ASB/ crime issues, domestic violence, substance misuse, housing issues and unemployment.</li> </ul>	Essential Essential Essential Essential Essential Essential
<b>Skills</b> <p>Can demonstrate the following skills:</p> <ul style="list-style-type: none"> <li>Strong interpersonal skills</li> <li>Ability to build rapport with young people and families</li> <li>Analytical and reflective skills</li> </ul>	Essential Essential Essential

<ul style="list-style-type: none"> <li>• Strong verbal and written communication skills</li> <li>• Time management and organisation</li> <li>• Planning</li> <li>• Problem solving</li> <li>• Negotiation skills.</li> <li>• Basic IT skills.</li> </ul>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>
<p><b>Competencies</b></p> <p>Can demonstrate the following core competencies:</p> <ul style="list-style-type: none"> <li>• <b>Action focused:</b> Task focused and goal orientated, able to motivate self and others to deliver challenging targets. Able to maintain momentum and overcome barriers to success.</li> <li>• <b>Solution focused:</b> Takes a solution focused approach to delivery of all areas of work.</li> <li>• <b>Assertive:</b> Able to work assertively and persistently to provide the necessary level of challenge and support to others.</li> <li>• <b>Flexible:</b> Willing to use flexible and practical approaches to get results finding proactive, creative solutions to problems (e.g. non-engagement).</li> <li>• <b>Collaborative:</b> Works well as part of a team and able to lead, motivate and coordinate others to deliver results.</li> <li>• <b>Responsive:</b> Able to quickly understand the needs and issues experienced by families/ young people and find the right solutions and interventions in response.</li> <li>• <b>Understanding:</b> Able to build trust and rapport by delivering on stated commitments and showing empathy.</li> <li>• <b>Awareness and self-reflection:</b> Able to openly review, appraise and discuss own performance and that of others, to improve performance.</li> </ul>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>

Main Contacts:

1. Families, children and young people in Haringey
2. Practitioners, managers and staff in the Early Help and Prevention service
3. Other professionals working with families, children and young people in localities
4. Children's centres and schools

Other Information:

This position requires the postholder to undergo a DBS (Disclosure and Barring Service) check.

Organisational Structure

Please provide organisation structure chart.

## Additional Information

Please complete the additional information as fully as you can.

Supervision / Management of People				
Please indicate which group best describes the total number of staff the post holder is responsible for:				
None	Up to 5 staff	6 to 15 staff	16 to 49 staff	50 plus staff
x				
Are the staff based at the same work location?				N/A
Will the post holder be responsible for contract / agency / project staff?				N/A

In the normal course of their duties would it be reasonable to expect the job holder to undertake, or be involved in, any of the following on a regular basis.

If Yes, please provide an estimate of the % of their working day this involves.

Work Environment					
Activity	Yes/No	% of working day	Activity	Yes/No	% of working day
Office duties.	Yes		Use of a computer.	Yes	
Audio typing.	Yes		Crisis or conflict situations.	Yes	
Walking more than a mile.	No		Manual handling.	Yes	
Working alone or in isolation.	Yes		Working in confined spaces.	No	
Driving a car, van or minibus.	No		Preparing or serving food.	Yes	
Exposure to infectious diseases, e.g. Tuberculosis (TB) or Hepatitis B.	No		Working in awkward positions, e.g. stooping, bending, reaching.	No	
Exposure to substances hazardous to health, including lead, asbestos or radioactive substances.	No		Operating heavy or hazardous machinery including forklifts, diggers or cranes.	No	
Regular and repetitive movements.	No		Working shifts / unsocial hours, nights.	Yes	
Outdoor work involving uneven surfaces.	No		Standing or sitting for prolonged periods.	Yes	

Activity	Yes/No	% of working day	Activity	Yes/No	% of working day
Working shifts / unsocial hours / nights.	Yes		Working at heights / on ladders, roof work.	No	
Teaching, or responsibility for, children.	Yes		Outdoor work involving extremes of temperature.	No	
Electrical hazards.	No		Control and restraint.	No	

<b>Resources</b> – identify & list personal and identifiable accountability for physical and financial resources including those of clients:
<ul style="list-style-type: none"> <li>• Young People/Service Users</li> <li>• The building and all equipment/facilities</li> </ul>
<b>Cash/Financial Resources</b> - Is the post personally and identifiably accountable for the accurate handling / security of cash and cheques? If yes, specify the average amount controlled at any one time and the nature of the accountability:
N/A
<b>Plant/Equipment</b> - is the post personally accountable for the proper use / safekeeping of plant / equipment? If yes, please indicate the type(s) of plant/equipment and the nature of the accountability:
Responsible for looking after all Youth Centre equipment along with all other staff members
<b>Stocks/Materials</b> - Is the post personally accountable for materials / items of stock? If yes, please indicate the type and approximate value and the nature of accountability:
N/A
<b>Data Systems</b> - is the post personally accountable for the use, manipulation and safekeeping of data systems whether manual or computerised? If yes please indicate the type of system(s) and the nature of the accountability, whilst explaining the importance of the data systems to the Council's operations:
N/A
<b>Buildings</b> - Is the post personally accountable for the proper use and safekeeping of buildings? If yes please indicate the type of building(s) concerned and the nature of the accountability:
Yes – Youth Centre – Responsible for the general tidiness of the building along with all other staff members