Job Profile

Position Details	
Post	Specialist Community Detached Outreach Worker
Service Area	Community Safety & Enforcement
Reports to	Senior Detached Outreach Worker (Tottenham, Wood Green, Hornsey & Muswell Hill)
Grade	Scale 5 (SP 22)
Job Family	To be completed by HR

Role Purpose

1. Engage and support disenfranchised young people (11-25 years) at risk of becoming involved in violence, gang activity, or, offending
2. Deliver within localities and communities positive activity, programmes and interventions that supports personal, social and emotional education of young people involved in, or at risk of offending.
3. Ensure children and young people are safeguarded referring concerns in line with local safeguarding policy and procedures
4. Deliver interventions that focus on strengthening community level response to Community Safety issues across the Borough and reduce serious violence
5. Deliver and promote multi-disciplinary initiatives with Council, Statutory and Voluntary sector partners to achieve the corporate outcome of 'Outstanding for all: enabling all Haringey children to thrive' and 'Safety and wellbeing for all'
6. Deliver group and individual intervention work reduce the risk of young people being excluded from school and entering the criminal justice system
7. Comply with Health and Safety guidelines and carry out static and dynamic risk assessments
8. Oversee apprentices and volunteers.

Main Responsibilities

1. Work with young disenfranchised people ages (11 to 25 years) supporting and facilitating appropriate referrals for their access to support available services across, Statutory and Voluntary sector partners
2. To work in partnership with community local stakeholders in Tottenham, Wood Green, and/or Muswell Hill to build a strengthened and co-ordinated community response to Community Safety concerns
3. To display a good understanding and awareness of Haringey's policies and procedures for

safeguarding children, vulnerable adults

4. To take part in multi-agency work in delivering intervention, activities and plans as appropriate; escalating issues regarding the quality and effectiveness, offering proposed solutions where appropriate

5. To share information where/as appropriate, with other agencies both in Haringey and cross border, for briefings, and as required to build respective crime data profiles

6. To support young people's engagement and participation in the design, development, delivery, implementation and evaluation of all Haringey Community Gold related projects through co-production, promoting a Public Health approach to tackling violence, crime and ASB

7. To support develop, enable and encourage parents/carers involvement in supporting young person's in reducing risks to gang related behaviour and deliver bespoke intervention in partnership with support networks, and other agencies

8. To ensure anti-discriminatory, anti-oppressive practice in direct work and delivering interventions promoting social cohesion

9. To keep up to date and promote knowledge of new legislation, service developments, best practice and benchmarking initiatives in all aspects of community safety, embed learning into Strategies and Policies, and service design.

10. To adhere to safeguarding, share information and carry out risk assessment in line with embedded Local Authority protocols, communicating risks/issues early and taking account of personal safety and the safety of others.

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

Generic Responsibilities
1. Adhere to and implement 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.
2. Understanding, knowledge and ability to follow guidelines that ensures compliance with Safeguarding, Health and Safety at Work, Data Protection and other statutory requirements.
3. Understanding and commitment to promoting and implementing the Council's Equal Opportunities policies.
4. Knowledge and experience of using IT.

Knowledge, Qualifications, Skills and Experience	Essential or Desirable
1. Practical experience of youth participation and working with gang affected individuals	Essential
2. Experience of delivering community safety interventions both in groups and individuals in the community	Essential

3. Strong track record of successful engagement with residents, elected members, Council departments, Police, community groups and other stakeholders, building positive and productive working relationships	Desired
4. Proven ability to embed equality issues within youth work practice	Essential
5. Experience in implementing programmes for young people	Essential
6. Ability to motivate others	Essential
7. Experience of and willingness to undertake street based outreach work	Essential
8. An understanding of Safeguarding and Health and Safety responsibilities in relation to delivering interventions in both centre settings and off site	Essential
9. Able to work flexibly evenings and weekends	Essential
10. Appropriate understanding and approach to young people's development	Desirable
11. Experience of working as part of a multi-agency team	Desirable
12. Ability to maintain clear professional boundaries	Essential
Communication Skills	
13. Excellent interpersonal skills and the ability to engage and motivate hard to reach young people.	Essential
Knowledge/Skills	
14. Group work skills with young people	Essential
15. Assessment skills	Essential
16. Risk assessment skills	Essential
17. Knowledge of best practice in group and one to one interventions with young people	Essential
18. Knowledge of safeguarding issues in relation to young people and their families	Essential
19. Operational knowledge of IT in Word and Excel.	Desirable
Qualifications	
20. Educated to degree level or equivalent related experience	

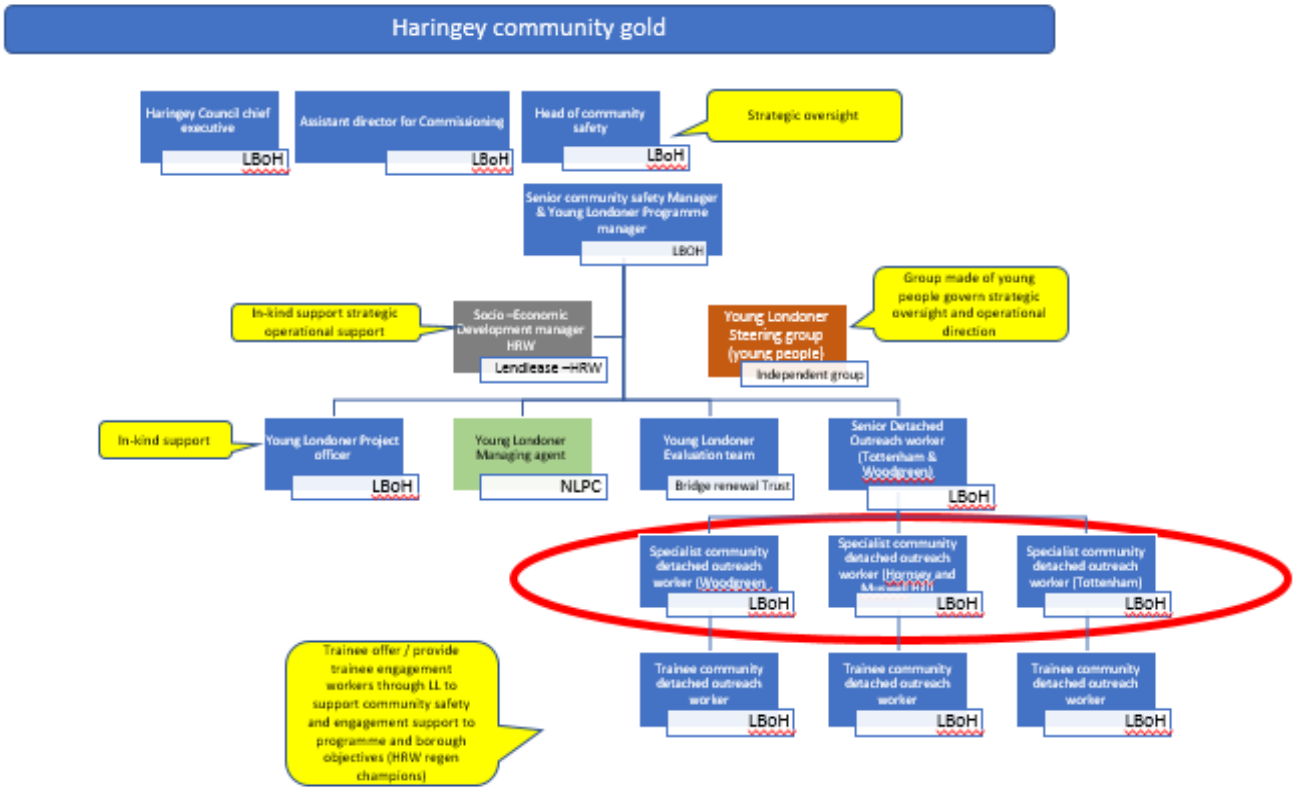
Main Contacts & Other Information
Main Contacts: Senior Detached Outreach Worker, Senior Community Safety Manager, Head of Community Safety, Young Londoners Steering Group

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?				No
Will the post holder be responsible for contract / agency / project staff?				Yes

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	40%	Use of a computer.	Yes	20%
Audio typing.	No		Crisis or conflict situations.	No	10%
Walking more than a mile.	No		Manual handling.	No	
Working alone or in isolation.	Yes	20%	Working in confined spaces.	No	
Driving a car, van or minibus.	No		Preparing or serving food.	No	
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	10%
Outdoor work involving uneven surfaces.	No		Standing or sitting for prolonged periods.	No	

Activity	Yes/No	% of working day	Activity	Yes/No	% of working day
Working shifts / unsocial hours / nights.	Yes	10%	Working at heights / on ladders, roof work.	No	
Teaching, or responsibility for, children.	No		Outdoor work involving extremes of temperature.	No	
Electrical hazards.	No		Control and restraint.	No	

Resources – identify & list personal and identifiable accountability for physical and financial resources including those of clients:
Responsible managing agreed funds and other resources.
Cash/Financial Resources - 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:
No
Plant/Equipment - 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:
No
Stocks/Materials - Is the post personally accountable for materials / items of stock? If yes, please indicate the type and approximate value and the nature of accountability:
No
Data Systems - 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:
No
Buildings - 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:
No