

# Job Profile

Position Details	
Post	Senior Detached Outreach Worker - Secondment (Tottenham, Wood Green, Hornsey & Muswell Hill)
Service Area	Community Safety & Enforcement
Reports to	Senior Tottenham Community Safety Manager & Young Londoner Programme Manager
Grade	PO3
Job Family	To be completed by HR

Role Purpose
<ol style="list-style-type: none"> <li>1. Manage the newly created Detached Outreach Team and Apprentices, providing regular appraisal supervision, ensuring high quality delivery, continuous personal development, and safeguarding of staff.</li> <li>2. Managing the Outreach Team deliver targeted engagement and support of disenfranchised young people (11-25 years) at risk of becoming involved in violence, gang activity, or on the periphery of offending, before they become entrenched</li> <li>3. Manage and coordinate delivery of effective evidence based positive community level activity and interventions which delivers intensive engagement with disenfranchised young people and their families, supporting personal, social and emotional education of young people involved in, or at risk of offending</li> <li>4. Manage and coordinate the Detached Outreach Team and Apprentices comply with Health and Safety guidelines and decide on static and dynamic risk assessments.</li> <li>5. Represent the Haringey Community Gold Outreach Team in multi-agency and multidisciplinary working practices with internal and external partners to achieve the corporate outcome of 'Outstanding for all: enabling all Haringey children to thrive' and 'Safety and wellbeing for all'</li> <li>6. Develop and manage appropriate processes for the Detached Outreach Team to ensure the voice of young people is heard and captured</li> <li>7. Manage the Outreach Team's practice ensuring children and young people are safeguarded by identifying and addressing child protection issues and concerns with colleagues through identification and reporting as appropriate</li> </ol>

Main Responsibilities
<ol style="list-style-type: none"> <li>1. Manage the Detached Outreach Team and Apprentices through effective regular appraisal supervision, delivering Yong Londoners Fund - Haringey Community Gold Programme engagement work.</li> <li>2. Manage and coordinate the Outreach Team in delivering bespoke Haringey Community Gold interventions, encouraging parents/carers to play a constructive role in addressing their young person's gang related behaviour for each young person in partnership with support</li> </ol>

networks, families and other agencies

3. Manage and coordinate Haringey Community Gold multidisciplinary engagement work in the borough, targeting disenfranchised young people (11-25) at risk of becoming involved in violence, gang activity, or on the periphery of offending.
4. Manage and report regularly on the Outreach Team's performance against the Haringey Community Gold outcomes.
5. To manage team's concerns about the quality of and effectiveness of Haringey Community Gold interventions, and relay these to the programme manager.
6. Develop and maintain key relationships in particular with the Haringey Community Gold Delivery Partners, Police, the Council's Children and Young People Service, Schools, and Joint Enforcement Team, as well as other key stakeholders
7. Manage and coordinate delivery of Young Londoners Fund participants' input in the design, development and evaluation of services delivered by the fund, ensuring feedback and views on services are captured and shared with other departments
8. Monitor and certify Detached Outreach Team & Apprentices' compliance, good understanding and awareness of Haringey's policies and procedures for safeguarding children.
9. To ensure Detached Outreach Team and Apprentices' adherence to safeguarding, information sharing and risk assessments in line with embedded Local Authority protocols, communicating risks/issues early and taking account of staff personal safety and the safety of others.
10. Attend regular briefings with senior staff and share proportionate information and intelligence, where appropriate, including other agencies both in Haringey and cross border.
11. To contribute to reports and briefings, including Cabinet reports as part of the Council's formal democratic processes, ensuring input from outreach team as required.
12. To ensure team adopts proactive approaches to challenging prejudice and discrimination in all its forms while promoting social cohesion.

#### Generic Responsibilities

1. Adhere to, champion and promote 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 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.
5. To undertake any other temporary responsibilities aligned with the overall purpose and grade of the role.

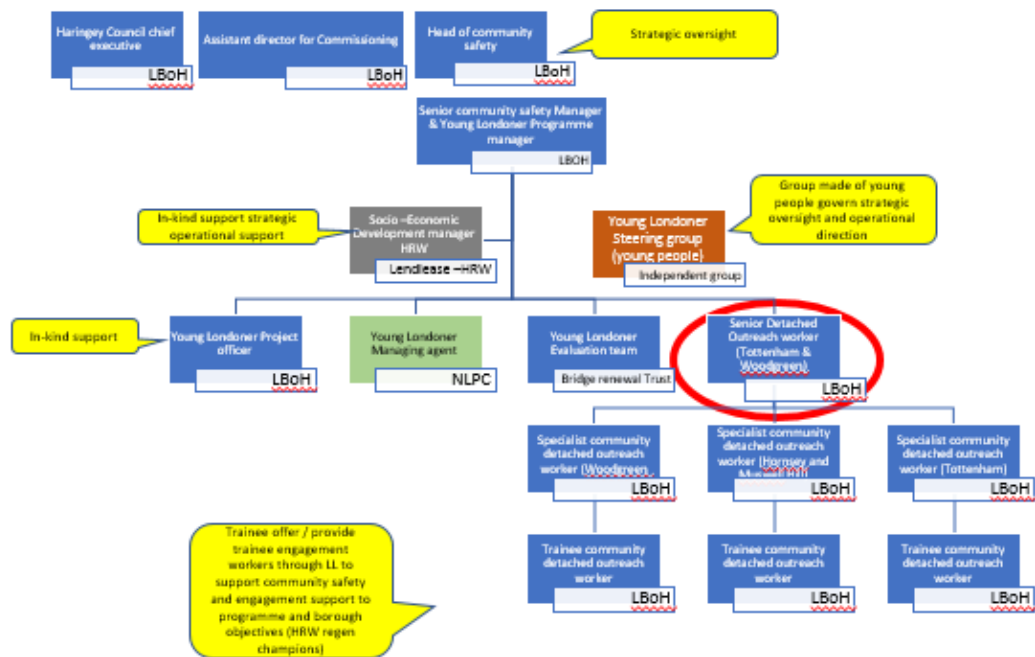
Knowledge, Qualifications, Skills and Experience	Essential or Desirable
<ol style="list-style-type: none"> <li>1. Substantial experience of managing teams delivering community safety interventions and influencing youth participation including the design, and safely management of street-based outreach work</li> <li>2. Track record of managing teams deliver successful engagement with residents, leaseholders, elected members, Council departments, Police, community groups and other stakeholders, building positive and productive working relationships</li> <li>3. Ability to lead processes to enable the early identification of young people with additional needs, undertake assessments and make referrals</li> <li>4. A solid understanding of health and safety responsibilities in relation to staff delivering interventions in both centre settings and off site</li> <li>5. Able to work evenings and weekends as required</li> <li>6. Appropriate understanding and approach to young people's development</li> <li>7. Ability to maintain clear professional boundaries</li> <li>8. Experience of working in a highly pressured political environment and delivering results to tight deadlines</li> <li>9. Ability to manage allocated budgets to the standards required by the Council, while delivering high quality value for money services</li> <li>10. Ability to work collaboratively to help create effective multidisciplinary teams and relationships, trust and good morale, in a sometimes fast paced and highly pressurized environment</li> <li>11. A knowledge of, and personal commitment to, Haringey Council's equal opportunities policies, and to realizing the Council's equalities policies through service delivery and personal conduct</li> </ol>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Essential</p>
<b>Communication Skills</b>	
<ol style="list-style-type: none"> <li>1. Excellent writing skills with a clear, concise and lively prose style, in good English to tight deadlines, and present information clearly to range of audiences</li> <li>2. Excellent interpersonal skills with ability to communicate effectively by telephone, in writing and face to face with a wide range of people including: Young people, their families, other agencies and professionals, in a variety of settings</li> </ol>	<p>Desirable</p> <p>Essential</p>
<b>Knowledge/Skills</b>	
<ol style="list-style-type: none"> <li>1. Team supervision/management skills</li> <li>2. Risk assessment skills</li> <li>3. Good attention to detail and ability to work to tight deadlines in highly</li> </ol>	<p>Essential</p> <p>Desired</p> <p>Essential</p>

pressured environments	
4. Knowledge of safeguarding issues in relation to young people and their families	Essential
5. Numerical and financial competence, including IT in Word and Excel.	Essential
<b>Qualifications</b>	
1. Educated to degree level or equivalent related experience	Essential
<b>Delivery</b>	
1. Excellent organisational skills and ability to follow project management principles	Essential
<b>Decision Making</b>	
1. Able to make day to day decisions that are in line with the Council's objectives and Borough Plan	Desired
<b>Working together</b>	
1. Experience of building positive relationships working collectively towards common goals with a range of both internal and external stakeholders,	Essential

Main Contacts & Other Information
<p><u>Main Contacts:</u> Senior Community Safety Manager, Head of Community Safety, Young Londoners Steering Group</p> <p><u>Other Information:</u> This position requires the postholder to undergo a DBS (Disclosure and Barring Service) check.</p>

Organisational Structure
Please provide organisation structure chart.

## Haringey community gold



## 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	70%	Use of a computer.	Yes	60%
Audio typing.	No		Crisis or conflict situations.	No	10%
Walking more than a mile.	No		Manual handling.	No	
Working alone or in isolation.	Yes		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 Purchase Card.

**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