



JOB DESCRIPTION

POST TITLE:	Targeted Youth Support (TYS) Worker (VRU – Transition to Secondary School)
GRADE:	SO2
SERVICE AREA	Islington Public Health
DIVISION / UNIT:	VRU Parental Support Project (TYS)
REPORTS TO:	VRU Project Manager
MANAGES/SUPERVISES	N/A
Fixed term	Full time fixed term for 1 year (Secondment considered)

PRIMARY JOB FUNCTION

The TYS Worker will work as part of a new Camden and Islington Parental Support Project funded by London's Violence Reduction Unit (VRU). The VRU was set up by the Mayor of London in 2018 to bring together specialists from health, police, local government, probation and community organisations to tackle violent crime and the underlying causes of violent crime. Working across Camden and Islington the project will deliver a comprehensive package of parenting/carers, transition to secondary school and family support services to address the broader social risk factors for violence among young people.

The TYS workers will work with a cohort of children and families to support a positive transition from primary to secondary schools and ensure high quality diversion and early help to address risk behaviours and remove barriers for children aged 10-11 to build skills, resilience, engage positively at their new secondary school, and engage in mainstream services and provision.

Targeted Youth Support Workers will achieve this through:

- The delivery of 1:1, group work and structured programmes in a range of community based settings including council- run offices, schools, in homes, on the streets and in youth and play centres.
- Using eCAF/Early Help Assessment to ensure a multi-agency/disciplinary response to the assessed needs of a young person and their family.
- Building effective and creative relationships with key partners such as Education, , Children's Social Care, CAMHS, Family Support Services, VCS including parent peer support groups, in order to ensure that young people are identified at the earliest possible stage.



DUTIES AND RESPONSIBILITIES

1. Work with colleagues across universal, targeted and specialist services to identify and work with children aged 10-11 years in need of targeted youth support and additional support to make a successful transition to secondary school.
2. To undertake accurate and timely assessments using a range of agreed assessment tools, with young people and their families.
3. To plan and deliver needs-led structured interventions with the young person and their family in partnership with other colleagues and agencies that address the risk factors a young person presents and build protective factors.
4. Hold a case load of up to 12 individual young people at any given time
5. Ensure that young people are supported to identify learning and be involved in the process of achieving both recorded and accredited outcomes.
6. Keep accurate and up to date records of work undertaken, decisions made, actions agreed and outcomes achieved
7. Act as a lead professional and chair formal and informal meetings, to make recommendations and decisions (as agreed by the Team Manager) about cases.
8. In conjunction with the Lead Professional and the Bright Start service, to identify and refer appropriate families for specialist family interventions and where lead professional ensure that all outcomes required for payment by results are implemented.
9. Support the Team Manager in development of an effective transition to secondary school service and take on duties appropriate to the grade of the post to ensure delivery of targets, contracts and commissioned pieces of work with young people
10. To attend and contribute to multi-agency meetings such as TaC and TaF, and ensure actions agreed are acted upon and reviewed for effectiveness.
11. To form and maintain appropriate professional boundaries with young people, staff and volunteers.
12. Attend regular supervision sessions and appraisal in accordance with the Council's policies.
13. Take responsibility for own learning and development.
14. To deputise for the Deputy Team Manager when necessary.
15. To undertake other duties commensurate to the grade of the post.

ADDITIONAL:

- To use and assist others in the use of information technology systems to carry out duties in the most efficient and effective manner.
- To achieve agreed service outcomes and outputs, and personal appraisal targets, as agreed by the line manager.
- To undertake training and constructively take part in meetings, supervision, seminars and other events designed to improve communication and assist with the effective development of the post and post holder.
- To carry out duties and responsibilities in accordance with the Council's commitment to customer service excellence and ensure compliance with the customer care standards.
- To be committed to the Council's core values of public service, quality, equality and empowerment and to demonstrate this commitment in the way duties are carried out.
- To ensure that duties are undertaken with due regard and compliance with the Data Protection Act and other legislation.



- To carry out duties and responsibilities in accordance with the Council's Health and Safety Policy and relevant Health and Safety legislation.
- At all times to carry out responsibilities/duties within the framework of the Council's Dignity for all Policy. (Equal Opportunities Policy).

Post holder Declaration

Name:	
Signed:	
Date:	



PERSON SPECIFICATION

The person specification is a picture of skills, knowledge and experience required to carry out the job. It has been used to draw up the advert and will also be used in the short-listing and interview process for this post.

You should demonstrate on your **application form** how you meet each of the following essential criteria. Please ensure that you address each one of the criteria as this will be used to assess your suitability for the post.

Service Area: Targeted and Specialist Children and Families Service		DIVISION: Targeted Youth Support/Youth Offending Service (TYS/YOS)
Post Title: Targeted Youth Support Worker (VRU-Transition to Secondary School)		Grade: SO2
REQUIREMENTS		
EDUCATION and EXPERIENCE		A/I/T*
E1	A relevant vocational qualification at least to NVQ level 3 and post-qualifying experience in a fieldwork setting.	A/I
E2	Significant experience of working with young people and their families, managing risk and vulnerability in multi-racial inner city settings.	A/I
E3	Experience of working effectively with other professionals in order to safeguard young people, particularly those who present with risk issues and challenging behaviour such as substance misuse, anti-social behaviour, going missing, sexual exploitation, mental health and criminality.	A/I
KNOWLEDGE, SKILLS and ABILITY		
E4	Displays an awareness, understanding and commitment to the protection and safeguarding of children and young people and/or vulnerable adults.	A/I/T
E5	Knowledge of relevant legislation, national standards, policy, practice and current issues related to young people, youth justice, crime and anti-social behaviour.	A/I
E6	Understanding of the issues that impact on the lives of young people, particularly vulnerable and disadvantaged groups, and have a good knowledge of the risk and protection factors that impact on crime, anti-social behaviour and drug misuse	A/I
E7	Able to form and maintain appropriate professional relationships and boundaries with young people and families	A/T
E8	Able to use a range of working tools and processes such as Common Assessment Framework (CAF) and Team Around the Child (TAC)	A
E9	Ability to develop and deliver structured programmes and plans which support young people to achieve positive outcomes and act as a diversion	A/I



	from entry into specialist services	
E10	Strong communication skills, written and verbal	A/I/T
E11	Understanding of risk, good practice and health and safety requirements when working with young people in 1-1 situations, group work and out on the streets.	A/T
E12	Ability to work flexibly to meet the needs of young people including evenings, weekends and residential opportunities	A
E13	Able to assess the needs of individual young people and ensure these needs are met through structured intervention plans	A/I
E14	Able to involve parents in interventions, in order to improve outcomes for young people	I
E15	Able to manage time well and undertake a range of administrative tasks required of the post	I
E16	Able to use ICT to good effect	A
COMMITMENT TO EQUAL OPPORTUNITIES		
E17	Ability to adhere to the Council's Dignity for All policy.	A/I

	SPECIAL REQUIREMENTS OF THE POST	
	This post requires an enhanced level of Criminal Records Bureau (CRB) Disclosure	A
E= Essential D= Desirable		
*Assessed by: A= Application I= Interview T= Test		