

## Job Pack Children and Young People Practitioner, Community Setting

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### **Overview – what we’re looking for:**

We’re looking for kind, energetic, passionate and fun individuals who love a challenge, have some experience of working with young people and want to make a BIG difference.

We highly value and invest in our staff; we will pay for and support your professional development alongside other generous benefits.

There are two Children and Young People Practitioner (Community Setting) positions currently available, ideally starting in October and December 2021.

### **Who we are:**

At Young Futures we help transform the lives of young people in, and leaving, care. Young people in care are amongst the most disadvantaged in society, most having suffered serious abuse or trauma in early life. Many have to leave care before they’re ready and are desperately lacking the support they need to cope with the transition into adulthood.

We offer young people a holistic package of support to give them the tools they need to help them to cope with the transition into adulthood. Our support includes aspirational accommodation, 1:1 support, counselling and therapy. Our dedicated support and therapy means each young person can be thought about holistically and given the chance to heal, develop, aim high and transform.

### **The role:**

We are looking for Children and Young People Practitioners who through ‘lone working’ will build warm, trusting, and bounded relationships with young people, providing one-to-one support, advice and guidance and will lead on the coordination of other support services.

You'll work collaboratively as part of a small and dedicated team, of other Children and Young People Practitioners, Therapists and Team Managers all of whom share the same values and thoughtfulness. The team is responsible for delivering accommodation, support and therapy to more than thirty care leavers and young mothers in stand-alone flats in a community setting.

**Support**

We provide support structures for you to be able to manage complex cases and grow professionally, space and time for you to reflect and support your own wellbeing, training to help you better understand the impact of trauma, and opportunities for you to develop the service and turn ideas into reality.

We understand the impact of secondary trauma in frontline work and offer high quality ongoing training and support to help steady and guide your valuable, rewarding role. We also have an external and confidential Employee Assistance Programme which is there to further support the mental health and well-being for all our staff.

**Do you have?**

- Experience of working with young people (this can be either paid employment or other experience eg. mentor, coach, teaching assistant, youth/community work, mental health, volunteering)
- A commitment to making a difference to young people in care
- Shared values with us and a similar commitment to inclusive working
- An understanding of the impact of trauma and secondary trauma
- An ability to understand, recognise and respond appropriately to risk

**We offer:**

- Competitive Sector Salary + Work Related Travel (i.e. Zone 1-3 Travel card) + Pension Contribution
- Professional Training & Development Programme incl. Diploma in Children, Young People & Families (Level 4, Practitioner) with learning support, allocated study time and £1,000 bonus for successful completion within 13 months.
- Generous Annual Leave - 35 Days pro-rata, including Bank Holidays.
- Wellbeing Budget (£25 per month for all staff to encourage self-care)
- Monthly wellbeing time
- Line Management and Therapeutic 1:1 Supervision, and Therapeutic Group
- Supervision monthly
- Employee Assistance Programme
- Cycle to work scheme
- Opportunities to earn extra income through the on-call service rota (c£1,000 to £2,000 extra pa)

**Significant Professional Development Opportunity**

At Young Futures we are committed to delivering the highest standard of care to our young people and we invest in our staff to ensure they are appropriately qualified. We support all our full-time staff to complete the Children, Young People and Families Practitioner Diploma.

This Ofsted recognised qualification is considered the gold standard for practitioners. It covers critical areas of knowledge (i.e. safeguarding; theories; voice of the child; child development; equality & diversity) and skills (i.e. effective communication; promoting respect and equality; supporting traumatised children and young people).

To help you achieve the qualification you will:

- Have your own personal tutor who will meet you remotely and in your place of work

- Have 7 hours pw study time with support from your line manager and colleagues
- Receive £1,000 study bonus (£250 at 6 months and £750 on successful completion after month 13)

### How to Apply

If you think you meet the requirements set out in this Job Pack and are passionate about improving the outcomes for young people, then we would welcome and encourage your interest.

In all cases, so that we are fully compliant with DBS and Safer Recruitment, you *must explain any gaps in employment*, and ensure you have references for all relevant posts.

If you think you have the experience and/or transferable skills and would like to chat informally about your suitability, then please do call Osman Jama on 0781 1155 838.

Please download an Application Form and Equal Opportunities Monitoring Form from our website and send by email to Laura Chatterton at [laura.chatterton@youngfutures.org.uk](mailto:laura.chatterton@youngfutures.org.uk)

Thank you and good luck!

### Our Commitment to Inclusion and Diversity

Young Futures addresses and does not tolerate discrimination based on race, religion, gender, gender identity, sexual orientation, disability, pregnancy and maternity, age and marital status.

We recognise the oppressive structures of society which disadvantages people by their identity and social and economic circumstances. We work to identify discrimination and disadvantage caused by this in the client group we support and our workforce.

Inclusive practice is incredibly important to us. We welcome applicants from a diverse range of backgrounds and make a commitment to supporting you to thrive.

### Recruitment Schedule

**Application submissions deadline: 11th October 2021 (before 5pm)**

**Interviews:** From Friday 15th of October 2021

**Start date:** As soon as is practicable.

<b>Job Description for Children and Young People Practitioner, Community Setting</b>	
<b>Location</b>	Office based in Zone 1, SE11. Working across several SE and Central London Boroughs, Zones 1, 2 & 3.
<b>Salary</b>	<b>£26,400 + £1,000 bonus</b> for successful completion of Diploma + <b>Travel + Pension + Staff Wellbeing Fund</b> (+ opportunities for extra pay through the on-call rota)
<b>Hours</b>	Full-time (40hrs pw)
<b>Responsible to</b>	Community Team Managers

<p><b>Summary of Role</b></p>	<p>Through lone working, you will build warm, trusting, and boundaried relationships with young people, providing one-to-one support, advice and guidance and leading on the coordination of other support services.</p> <p>You will work collaboratively as part of a team, along-side other Children and Young People Practitioners, Therapists and Team Managers. The team is responsible for delivering accommodation, support and therapy to 30+ Care Leavers and young mothers in stand-alone flats in a community setting.</p> <p>Working week breakdown whilst completing the Diploma (approx. 12-13 months): 26hrs casework pw, 4hrs travel pw, 7 hours study time.</p>
<p><b>Core Duties</b></p>	<p><b>Achieving casework progression:</b></p> <ol style="list-style-type: none"> <li>1. Plan and coordinate the delivery of support sessions to ensure the frequency and focus of sessions best meets the needs of the young person and reflect the packages commissioned by LAs.</li> <li>2. Complete and/or coordinate all assessments with young people, where appropriate: Outcomes Star; Risk Assessments; Safety Plans; LA and Health Assessments</li> <li>3. Complete and communicate monthly plans and priorities agreed to young people and key professionals.</li> <li>4. Deliver planned support sessions - that meet young people's needs and priorities - using a range of tools and techniques, including Motivational Interviewing, CBT tools, life-skills programmes, etc. (NB training will be provided in all key areas).</li> <li>5. Complete weekly progress reports, setting out goals/aims, sessions planned/delivered, outputs and outcomes, actions to be taken, other relevant contacts, etc.</li> <li>6. Complete reports on incidents and accidents, action taken and recommended by YF and other professionals/agencies, past trends.</li> <li>7. Use the Sports, Culture and Arts budget (SCA), £80 per person pcm, responsibly to: best achieve value for money; achieve engagement in sports, culture and arts activities; develop hobbies and interests that are sustainable; build and improve worker:young person relationship.</li> <li>8. Prepare for and attend Professionals' Meetings and Placement Reviews, move-ins, incident debriefs etc.</li> <li>9. Understand and follow all policies and procedures relating to your work.</li> </ol> <p><b>Improving Children and Young People Practitioner practice and continuing professional development:</b></p> <ol style="list-style-type: none"> <li>1. Contribute to monthly supervisions, appraisals and probationary reviews in a meaningful and reflective way.</li> <li>2. Attend and participate in team meetings, group supervisions and training.</li> <li>3. Provide relevant feedback and debriefing opportunities to management, team members and key professionals.</li> <li>4. Reflect and share your training and development needs and priorities.</li> <li>5. Seek and promote more innovative ways of doing things.</li> </ol>

	<p><b>Ensuring the accommodation young people occupy is secure, safe, and maintained to a high standard:</b></p> <ol style="list-style-type: none"> <li>1. Support young people in managing and maintaining a clean, safe and secure living environment.</li> <li>2. Report all property security, maintenance, repairs and decoration matters in a timely and objective manner - gathering evidence from as many sources as possible.</li> <li>3. Liaise with landlords, agents, neighbours, key tradespeople etc., where appropriate, to best manage and maintain stakeholder relationships and maintain high standards in property safety, security, management and maintenance.</li> <li>4. Support, coordinate and when appropriate, request H&amp;S inspections to support your monitoring of risk; reporting on key findings and action taken.</li> </ol> <p><b>Delivering Value-for-Money</b></p> <ol style="list-style-type: none"> <li>1. Manage young people’s budgets and expenditure around allowances, and SCA activities in accordance with YF Expense Policy.</li> <li>2. Through the support you deliver, encourage good practice and innovation around waste disposal, recycling, and waste reduction - particularly in relation to energy waste.</li> <li>3. Support the maximisation of income through Housing Benefit collection, vacancy management, void turn-around time and placement stability.</li> </ol>
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<b>Persons Specification for Children and Young People Practitioner, Community Setting</b>	
<b>Experience &amp; Qualifications</b>	<ol style="list-style-type: none"> <li>1. Experience of dealing directly with young people, the public and/or Social Care in a busy service environment.</li> <li>2. Experience of managing a caseload and/or dealing with difficult situations in relation to people.</li> <li>3. Experience of planning, target setting – ideally in helping others.</li> </ol>
<b>Knowledge</b>	<ol style="list-style-type: none"> <li>4. Good understanding of the issues, challenges and needs facing young people leaving care and how to meet them.</li> <li>5. Good understanding of some tools, techniques and resources that can be used to support young people in areas including: CSE, DVA, EET, life and self-care skills.</li> <li>6. An understanding of the benefits of therapy.</li> <li>7. An understanding of and commitment to Diversity &amp; Equality.</li> </ol>
<b>Skills</b>	<ol style="list-style-type: none"> <li>1. This is a lone working position – therefore, an ability to organise and prioritise your work, ensuring you manage your own time and plan your workload to meet deadlines and commitments – is essential.</li> <li>2. Ability to inspire, enthuse and motivate young people.</li> <li>3. Familiarity with MS Office applications and basic keyboard skills.</li> </ol>