

Young People's Practitioner

(Salary as advertised)

Barking & Dagenham

37.5 hours per week

Permanent

1. Main purpose of the role

The Young People's Practitioner is responsible for delivering our vibrant and exciting Young People's Service in Barking and Dagenham. A dynamic role, the post holder will deliver early intervention and prevention work and provide specialist drug and alcohol treatment to:

- ▶ Prevent young people from engaging in substance misusing and risk-taking behaviours
- ▶ Enable young people to develop boundaries, emotional resilience and self-esteem
- ▶ Actively support young people to reduce and/or stop harmful behaviours such as drug and alcohol consumption, encouraging prosocial and healthy alternatives.

The post holder will bring passion and enthusiasm alongside a commitment to working to support young people and their families. They will carry a caseload of young people and will be required to:

- ▶ Provide full comprehensive assessment, care planning and risk management
- ▶ Deliver brief interventions, resilience training and harm minimisation
- ▶ Work with a trauma-informed approach
- ▶ Involve and support families and carers of young people accessing the service
- ▶ Liaise with and work in partnership with key agencies and stakeholders including the YOS, CAMHS, social services, schools and colleges
- ▶ Where necessary, deliver structured group work to young people

Young People's Practitioners will have specialist lead roles within the service including:

- ▶ Prevention
- ▶ Peer support
- ▶ YOS
- ▶ Community Partnership
- ▶ Families
- ▶ Transition

2. Reporting and working relationships

Reporting relationships:

- ▶ **Reports to:** Young People's Team Manager



Effective working relationships:

- ▶ Management Team: Service Manager and Central Support Leads
- ▶ Stakeholders and partners including YOT, CAMHS, Social Services, Police and Probation
- ▶ WDP and partnership employees and volunteers
- ▶ Service users and communities
- ▶ Families and carers



3. Role-specific responsibilities

3.1	<p>A safe and effective substance misuse service that supports young people</p> <ul style="list-style-type: none"> ▶ Undertake assessments and deliver structured treatment to young people ▶ Provide brief interventions, harm minimisation advice and information to young people and their families ▶ Involve and support families and carers of the young people accessing the service ▶ To liaise with and work in partnership with key agencies and stakeholders that include YOS, CAMHS, social services, schools and colleges ▶ Deliver, where necessary, structured group work to young people, including a focus not just on drug and alcohol misuse but targeting “at-risk” behaviours ▶ Ensure prevention is a hallmark of the service, with a focus on prosocial behaviour ▶ Deliver care coordination to service users in a flexible, young person-focused and effective manner, including case management as required.
3.2	<p>Safeguarding</p> <ul style="list-style-type: none"> ▶ Support effective governance by working to WDP's legal and regulatory responsibilities. ▶ Work in conjunction with and stay abreast of current Child Protection guidance and best practice

	<ul style="list-style-type: none"> ▶ Work within WDP’s commitment to safeguarding best practice, ensuring that the safeguarding and wellbeing of children and vulnerable adults is protected in all service management activities and that this safe commitment and practice is passed on to all staff engaged in service activities.
3.3	Performance management <ul style="list-style-type: none"> ▶ Ensure all case recording and documentation is accurate and up-to-date at all times, using WDP’s case management system.
3.4	Quality of service <ul style="list-style-type: none"> ▶ Ensure that the service respond to the needs of service users and families/carers ▶ Ensure that the service is mobilised and delivered in line with WDP policy and procedure, and is compliant with our internally and externally audited standards.
3.6	Information management <ul style="list-style-type: none"> ▶ Adopt the principles of Information Governance and ensure the security and safety of premises, equipment, records and resources ▶ Ensure that they deliver against the intended outcomes and progress towards set milestones, whilst proactively monitoring the state of readiness and risks and issues that need to be addressed.
3.7	Resource management <ul style="list-style-type: none"> ▶ Ensure all resources are used effectively, taking advantage wherever possible of the potential for economies of scale and scope ▶ Ensure effective time management, making best use of personal and case management supervision.
3.8	General accountabilities <ul style="list-style-type: none"> ▶ Participate constructively and positively in internal and external meetings and events: behaving as a role model and promoting and supporting communication channels and relationships that reflect positively on WDP ▶ Comply with WDP’s policies and procedures and complete all mandatory training ▶ Comply with all health and safety policies and guidelines, taking responsibility for your own safety, that of colleagues, and others as applicable ▶ Observe professional integrity in relationships with all stakeholders ▶ Treat all information acquired as a result of your employment at WDP as confidential, complying with all relevant policies and procedures ▶ To ensure that WDP’s Equal Opportunities Policy is incorporated into daily work practice at all times.

4. WDP’s commitment to you

WDP works within the following framework and requires all employees to do the same.

4.1	<u>Equal Opportunities</u> WDP is committed to promoting anti-discriminatory practices within society, its organisation and in the promotion of its services to the community. WDP expects all employees to understand, comply with and to promote its policies in their work and to challenge prejudice and discrimination and where necessary to undertake any appropriate training.
4.2	<u>Recovery</u>

	WDP is a recovery-focused organisation. Our staff and volunteers are committed to helping our service users improve their health and wellbeing, and to become free from dependency.
4.3	<p><u>Career Development and Progression</u></p> <p>At WDP we actively encourage career progression from the talent we have from within and we strive to provide not only promotional progression but to develop a specialist and lead responsibility roles with teams and other services within WDP.</p>
4.4	<p><u>Safeguarding</u></p> <p>WDP is committed to ensuring the safeguarding and wellbeing of children and vulnerable adults, and all applicants will be required to demonstrate understanding of and commitment to best safeguarding practice.</p>
4.5	<p><u>Care Quality Commission (CQC)</u></p> <p>Many of WDP’s services are monitored, audited and regulated by the Care Quality Commission (CQC), the independent regulator of health and adult social care in England. Whether or not a particular service is registered, we believe CQC represents the minimum standard we expect for all of our services. We therefore work with all of our staff to make sure that every WDP service provides people with safe, effective, compassionate, high quality care and we encourage our services to learn and improve.</p>
<h2>5. Your commitment to WDP</h2>	
5.1	<p><u>WDP Vision, Mission and Values</u></p> <p>Promoting and understanding the values, vision and mission statement of WDP. To understand what it means to you in your respective role, to your team and to service delivery.</p>
5.2	<p><u>Vulnerable children and adults</u></p> <p>Demonstrating an understanding of and commitment to best safeguarding practice. Taking immediate and appropriate action as required.</p>
5.3	<p><u>Boundaries and behaviours</u></p> <p>Observing professional integrity in relationships with service users, peers and other relevant professionals.</p>
5.4	<p><u>Health & Safety</u></p> <p>Being responsible for your health and safety and that of colleagues and service users. Employees should co-operate with management and follow established systems of work, use protective equipment where necessary and report defects and hazards to management. To comply with Infection Prevention and Control policies and procedures.</p>
5.5	<p><u>Confidentiality</u></p> <p>Treating all information acquired through the course of your employment as confidential and complying with all the appropriate policies, systems and procedures.</p>
5.6	<p><u>Information Governance</u></p> <p>Applying information governance processes to ensure all necessary safeguards are in place regarding personal information – and its appropriate use – about our service users, workforce and members of the public.</p>
5.7	<p><u>Continuous Professional and Personal Development</u></p>

Working within a learning organisation, seeking learning opportunities either by attending learning and training events either externally or internally to improve and broaden their knowledge and skills and develop the personal qualities required in their professional lives.
<i>The above is an outline of the post holder's duties and responsibilities. It is not intended as an exhaustive list and may change from time to time in order to meet the changing needs of WDP.</i>

Person specification		E/D	Measured by
Essential and desirable requirements (E & D) for the role and assessing and testing the necessary level of competence required for this role either via the application form (A); interview (I); and/or exercises (E).			
Please note - applicants are asked to evidence their ability to meet each aspect of the person specification below, e.g. by highlighting relevant key achievements and duties held within roles.			
1.	Education, knowledge and experience		
1.1	Educated to degree level or equivalent, or significant practice experience is desirable.	D	A and I
1.2	Proven experience of working with young people and developing appropriate service responses.	E	A and I
1.4	Experience of meaningful and proactive service user involvement.	E	A and I
1.6	Experience of working in criminal justice settings.	D	A and I
2.	Abilities and skills		
2.1	Good written and communication skills.	E	A and I
2.2	Demonstrable skills in setting up, developing and evaluating partnerships with other agencies.	E	A and I
2.3	An ability to work with service users at different stages of behavioural change.	E	A and I
2.4	Effective interpersonal skills and the ability to engage successfully with internal and external stakeholders at all levels.	E	A and I
2.6	High levels of personal IT competency.	E	A and I
2.7	Ability to work flexible hours and outreach, including weekends and evenings.	E	A and I
3.	Working within WDP's framework of commitments to employees		
3.1	A commitment to engaging with and positively promoting WDP's values, vision, mission and strategic objectives	E	A and I
3.2	An understanding of and commitment to safeguarding best practice.	E	A and I
3.3	An understanding of the importance of professional integrity.	E	A and I
3.4	A responsible approach to health, safety and wellbeing.	E	A and I
3.5	A commitment confidentiality relating to all information acquired through the course of your employment.	E	A and I

3.6	An understanding of information governance processes and a commitment to follow and apply all necessary safeguards.	E	A and I
3.7	A commitment to learning to improve and broaden your own professional knowledge and skills and those of your team members.	E	A and I
4.	Key competencies		
4.1	Delivering value: <i>growth and cost control</i> <ul style="list-style-type: none"> ▶ Sees the bigger picture: relates WDP’s values, goals and priorities positively; challenges and addresses inconsistencies ▶ Ensures organisational growth through relationship management. ▶ Controls costs, identifies and mitigates risk. 	E	A and I
4.2	Ensuring safety: <i>no avoidable harm while in our care</i> <ul style="list-style-type: none"> ▶ Leads with transparency and candour to ensure clarity, safety, effectiveness and accountability for all employees ▶ Ensures safety and effectiveness through a performance-led culture focused on positive outcomes ▶ Ensures safe and effective services through evidence-based care and by promoting health and wellbeing and building recovery in communities. 	E	A and I
4.3	Increasing effectiveness: <i>for service users and commissioners</i> <ul style="list-style-type: none"> ▶ Ensures sustained recovery pathways for all service users ▶ Delivers improved health and social care outcomes ▶ Ensures WDP services are responsive to local needs. 	E	A and I
4.4	Enhancing experience: <i>workforce, service users and commissioners</i> <ul style="list-style-type: none"> ▶ Leads with emotional intelligence and builds relationships ▶ Ensures a tiered approach to service user involvement within all mobilisation and service change projects ▶ Ensures service users experience high levels of satisfaction and experience in mobilisation projects and service changes ▶ Ensures visible recovery activities are integral to all services. 	E	A and I
5.	Equality, diversity, vision, mission and values		
5.1	An empathy for and understanding of our mission, vision and values.	E	A and I
5.2	Commitment to equal opportunities and overcoming barriers to diversity and equality.	E	A and I
5.3	Experience of working with people from a range of social, cultural and ethnic backgrounds.	E	A and I
5.4	Experience and commitment to supporting and working within diversity awareness environments.	E	A and I
6.	Circumstances		
6.1	Able to travel as required for the role and attend meetings and other activities outside office hours.	E	A and I

6.2	A flexible approach to workload.		E	A and I	
			Authors		
	Version number	Date	Initials	Initials	Initials
	1.0	19 July 2016	LM		
	1.1	15 March 2018	KB		