

Young People's Gangs & Transition Lead

(Salary as advertised)

Brent

37.5 hours per week

Permanent

1. Main purpose of the role

The post holder will work within the WDP integrated service's new Young People's Team, based in the London Borough of Brent and will:

Provide proactive and targeted interventions to high-risk young people to support them to exit gangs and reduce/stop offending.

Link gang members and high-risk young people with support services, positive activities and education, employment and training.

Ensure young people who are involved in gangs are effectively linked in with treatment services when making the transition from young people to adult criminal justice services in accordance with the referral protocol between young people and adult treatment services.

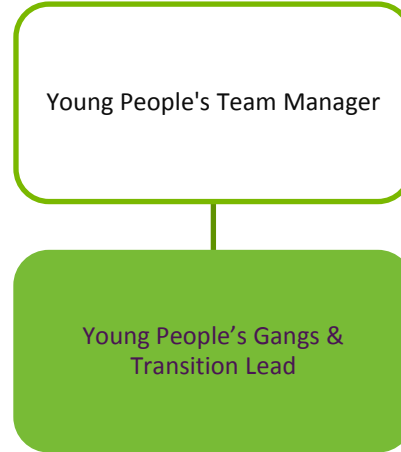
Provide information and advice to professionals and key stakeholders about the resources and services available to the 18-24 age group in Brent in relation to youth violence, gang disruption and prevention and associated issues such as substance misuse and mental health.

The post holder will ensure that their work gives due regard and commitment to safeguarding and promoting the welfare of young people engaged with the service. The post holder will undertake regular safeguarding training at a level commensurate with the role.

2. Reporting and working relationships

Reporting relationships:

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



Working relationships:

- ▶ The 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

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| 3.1 | <ul style="list-style-type: none"> ▶ To work within the Brent YP team to engage and provide targeted interventions to young people aged involved in gangs and youth violence. ▶ To undertake accurate assessments using a range of assessment tools with regards to ensuring that appropriate and adequate support, assistance and provisions are put in place for each young person. |
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- ▶ To deliver services in partnership with colleagues from the Youth Offending Service, Serious Youth Violence and Gang Prevention Team, Probation, Police, Integrated Offender Management (IOM) Programme and other youth establishments including schools and colleges across the London Borough of Brent.
- ▶ To plan and deliver structured programmes and projects to address risk factors that relate to young people’s participation in gangs and violent and group offending in line with local and national strategies.
- ▶ To provide an immediate response to engage young people identified by the partnership as being at risk by offering enhanced and intensive support in partnership with other relevant services.
- ▶ To provide continuing support to young people coming to the end of supervision and probation orders.
- ▶ To engage with identified young people in Youth Offending Institutions and prisons who are coming to the end of their sentences, to plan and offer support prior to return to the community in liaison with other colleagues and services.
- ▶ To attend reviews and closure meetings for all relevant young people.
- ▶ To contribute to the management of the risk of the offender.
- ▶ Preparation of reports as required outlining young person’s progress within YP Team.
- ▶ To support partners including police, schools and Children and Young People’s services in the early identification of young people and other family members at risk, and in making appropriate referrals to targeted/specialist services.
- ▶ To attend and contribute to multi-agency meetings i.e. YOS, IOM, MAPPA, VAWG and others related to this service user group.
- ▶ To use the relevant Management Information Systems to deliver effective outcomes by clear, accurate, timely and consistent inputting of data and compliance with information sharing protocols and principles and to capture young people’s progression, achievements, needs and the effectiveness of interventions.
- ▶ To produce monitoring reports and progress updates on individuals for the Integrated Offender Management Gang Tasking Group and Multi Agency Gang Prevention Group and other meetings as relevant, and support intelligence gathering on individuals and groups of young people and young adults at risk of/or on the periphery of gang involvement.
- ▶ To work in a range of settings and maintain a clear focus on the prevention of young people’s participation in gang activity, violent and group offending.
- ▶ To undertake other duties commensurate to the grade of the post.

3.2	<ul style="list-style-type: none"> ▶ To fulfil all duties and responsibilities in relation to the safeguarding of children and vulnerable adults, identifying risks and taking appropriate action in accordance with local and organisational policies. ▶ To support individuals to achieve key treatment outcomes using a variety of evidence-based approaches and tools such as ITEP Mapping, Motivational Interviewing, and Relapse Prevention. ▶ To work collaboratively with other services to ensure effective coordination and delivery of care and promotion of recovery focussed treatment. ▶ To develop and maintain effecting working partnership relationships with criminal justice and treatment agencies.
3.3	<p>General accountabilities</p> <ul style="list-style-type: none"> ▶ To ensure relevant service standards are met; those laid out by the Care Quality Commission (CQC), National Institute for Clinical Excellence (NICE), and are offered in line with WDP policy and within the organisational clinical governance framework. ▶ To be an active and positive member of the team. ▶ To participate constructively and positively in staff and other meetings. ▶ To comply with WDP’s policies and procedures. ▶ To comply with all health and safety policies and guidelines, taking responsibility for your own safety, that of colleagues and others as applicable. ▶ To comply with Infection Prevention and Control policies. ▶ To observe professional integrity in relationships with all stakeholders. ▶ To treat all information acquired as a result of your employment at WDP as confidential, complying with all relevant policies and procedures.
<p>4. WDP’s commitment to you</p>	
<p><i>WDP works within the following framework and requires all employees to do the same.</i></p>	
4.1	<p><u>Equal Opportunities</u></p> <p>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.</p>

4.2	<p><u>Recovery</u></p> <p>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.</p>
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>
<p>5. Your commitment to WDP</p>	
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>

	Observing professional integrity in relationships with service users, peers and other relevant professionals.
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> <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.</p>
<p><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></p>	

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
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1.1	NVQ/QCF/RCF Level 3 in Health and Social Care or equivalent, or ability to complete this qualification.	E	A/I
1.2	A commitment to establishing partnerships with other professions to achieve good outcomes for the service user group, e.g. criminal justice agencies, community groups, treatment services.	E	A/I
1.3	Proven experience of working with young people and developing appropriate service responses.	E	A/I
1.4	Experience of conducting assessments and developing, implementing and evaluating care plans.	D	A/I
1.5	Experience of conducting risk assessments and developing, implementing and evaluating risk management plans.	D	A/I
1.6	A demonstrable commitment to the ongoing development and evaluation of interventions and services.	E	A/I
1.7	An understanding of the requirements of the GDPR (General Data Protection Regulation) and other related legislation, and the obligations on services in relation to managing and sharing service user information.	E	A/I
1.8	Knowledge of required standards, as laid out by the Care Quality Commission (CQC) and National Institute for Clinical Excellence (NICE).	E	A/I
1.9	Experience of developing and delivering group work programmes.	D	A/I
2.	Abilities and skills		
2.1	Excellent written and verbal communication skills.	E	A/I
2.2	Ability to deliver one-to-one psychosocial interventions with service users at different stages of behaviour change, make appropriate assessment of need and draw up appropriate support packages.	E	A/I
2.3	The ability to accurately record statistics for data purposes and to work to deadlines for the submission of information, e.g. reports.	E	A/I

2.4	Ability to engage, motivate and support vulnerable individuals through group and one-to-one interventions.	E	A/I
2.5	Excellent time management skills, ability to work on own initiative, manage competing priorities and consistently maintain high standards.	E	A/I
2.6	Ability to work flexible hours and outreach, including weekends and evenings.	E	A/I
2.7	Proven ability to work on one's own initiative and as part of a team.	E	A/I
2.8	Excellent team working and interpersonal skills, maintaining a highly cooperative approach to supporting colleagues in delivering service objectives.	D	A/I
2.9	A high degree of personal IT competency as well as efficient written and oral communication skills.	E	A/I
2.10	Ability to maintain a consistently reliable standard of work and working to short deadlines.	E	A/I
2.11	Excellent team working and interpersonal skills, maintaining a highly cooperative approach to supporting colleagues in delivering service objectives.	E	A/I
2.12	Ability to manage change successfully in a way that prioritises the needs of service users.	E	A/I
3.	Working within WDP's framework of commitments to employees		
3.1	A commitment to engaging with, understanding and promoting WDP's values, vision and mission.	E	A/I
3.2	An understanding of and commitment to safeguarding best practice.	E	A/I
3.3	An understanding of the importance of professional integrity in relationships with service users, peers and other relevant professionals.	E	A/I

3.4	A responsibility for your own health, safety and wellbeing as well as those around you (e.g. colleagues and service users).	E	A/I
3.5	An understanding of and commitment to treating all information acquired through the course of your employment as confidential.	E	A/I
3.6	An understanding of information governance processes and a commitment to follow and apply all necessary safeguards.	E	A/I
3.7	A commitment to seek learning opportunities to improve and broaden your own professional knowledge and skills and to contribute to and where relevant oversee the learning of others.	E	A/I
4. Equality, diversity, vision, mission and values			
4.1	An empathy for and understanding of our mission, vision and values.	E	A/I
4.2	Commitment to equal opportunities and overcoming barriers to diversity and equality.	E	A/I
4.3	Experience of working with people from a range of social, cultural and ethnic backgrounds.	E	A/I
4.4	Experience and commitment to supporting and working within diversity awareness environments.	E	A/I
5. Circumstances			
5.1	Able to travel as required for the role and attend meetings and other activities outside office hours	E	A/I
5.2	A flexible approach to workload.	E	A/I

			Authors		
Version number	Date	Initials	Initials	Initials	
1.0	01/06/2018	HC	CM		
1.1	30/06/2016	CM			
1.2	12/12/2017	DDS			
1.3	15/03/2018	KB	AW		
1.4	05/04/2018	CM			