

APPLICATION FOR EMPLOYMENT

Thank you for the interest you have shown in the vacancies within Stockton on Tees Borough Council.

Completed forms can be e-mailed to recruitment@xentrall.org.uk or posted to **Xentrall Recruitment Services, PO Box 891, Stockton on Tees, TS19 1JT**, marking the envelope in the top left hand corner with the post reference number.

In accordance with our recruitment procedures, your application will only be considered if it is received on or before the closing date as shown in the advertisement.

In the interests of economy, applications received via the post are not automatically acknowledged. If you require confirmation that your application has been received please enclose a stamped addressed envelope or telephone 01642 526992.

If you have not been contacted within 4 weeks of the closing date for receipt of applications, please assume that on this occasion your application has not been successful.

Prevention Worker

Vacancy ID: 007282

Salary: £25,951.00 - £28,485.00 Annually

Closing Date: 22/03/2017

Benefits & Grade

Grade J

Contract Details

2 Posts, Permanent

Contract Hours

37 hours per week

Disclosure

The successful applicant will be subject to an enhanced DBS check

Interview Date

11/04/2017

Job Description

Following the recent Youth Services Review an exciting opportunity has arisen for two skilled workers to join Youth Direction Preventions Team. We are seeking to appoint two highly motivated and experienced individuals to deliver preventative and targeted support services to young people in a whole family approach where there are initial concerns around offending, school exclusion and anti-social behaviour. You will operate within Stockton's Early Help delivery model and support vulnerable families towards excellent outcomes within the Early Help framework. You must be a strong team player and have an innovative and flexible approach.


You will be expected to produce thorough assessments for young people and implement multi-agency support plans using evidence-based interventions. The post holder must have case management and Lead Professional experience. Direct work with young people and a proven ability to achieve outcomes within a multi-agency context are essential.

For detailed information on this role, please refer to the Job Description and Person Specification.

For a further informal discussion, please contact Joanne Nelson, Preventions Team Manager, on 01642 524605.

An online application form and further information is available from www.stockton.gov.uk/job-vacancies/. Alternatively you can contact Xentrall Recruitment Services, Tel: (01642) 526992 or email recruitment@xentrall.org.uk

Stockton-on-Tees Borough Council ensures that all customers, both internal and external receive a consistently high quality level of service.

 Stockton-on-Tees BOROUGH COUNCIL		JOB DESCRIPTION	
Directorate: Children's Services		Service Area: Youth Direction	
JOB TITLE: Prevention Worker			
GRADE: J			
REPORTING TO: Prevention and Early Help Manager			
1.	JOB SUMMARY: <ul style="list-style-type: none">• To deliver preventative and targeted support services to young people in a whole-family approach, using evidence-based interventions and multi-agency support plans to improve outcomes within the early help framework and manage a case load of young people and families and provide lead professional responsibilities based on the Early Help Assessment (EHA)• Develop positive, respectful and responsive relationships with young people and their families, supporting them to engage fully with and benefit from services to address their needs. Safeguard and promote the wellbeing of children and young people• To ensure that positive outcomes are achieved for vulnerable groups and their families, preventing young people from moving into statutory services such as Social Care and YOT and ensuring young people stepped down from statutory services can access preventions support where appropriate.		
2.	MAIN RESPONSIBILITIES AND REQUIREMENTS		
	1.	To contribute to the achievement of Youth Direction and wider early help objectives including the delivery of key tasks.	
	2.	To appropriate assessments including the Early Help Assessment (EHA) to evidence early intervention and ensure targeted support prevents young people from entering or 'stepping up' into statutory services. You will work with cases identified on the 'continuum of need' as requiring a lead professional intervention, you will work closely with clients, their families and other professionals to produce thorough assessments for young people on your case load.	
	3.	To co-ordinate and chair Team Around the Child (TAC) meetings for young people on your caseload including their families where appropriate, to ensure action plans are reviewed regularly and that they meet the needs of young people and families. As part of the review process you will be responsible for the continuous monitoring of risk and vulnerability for the individuals you work with, and the environments they are exposed to.	
	4.	To provide lead professional support to those young people being 'stepped down' from statutory services including Social Care. You will be required to liaise closely with partners to ensure a seamless handover from statutory services and provide ongoing targeted interventions to reduce the likelihood of young people re-entering statutory services.	
	5.	To work with both individuals and their families to explore and challenge incidents anti-social behaviour, offending and school exclusion. You will implement appropriate support and ensure swift access to other services where required.	
	6.	To lead and develop partnership working / multi-disciplinary approaches to develop the provision of positive activities and alternative education aiming to offer young people	

		alternatives to negative behaviour. Such provision will be tailored to meet the needs of vulnerable young people and their families, encouraging them to make a positive contribution to their community, building self-esteem and self-confidence and working towards objectives to improve their life chances for the future.
	7.	To participate where appropriate with the delivery of key projects in response to risk taking behaviour and disengagement with education.
	8.	To monitor and evaluate the impact of intervention programmes
	9.	To maintain effective record keeping and ensure the completion of assessments and review documents are within expected timescales.
	10	To provide opportunities for young people to participate actively in the design, delivery and evaluation of services.
	11	To contribute, as requested by the Youth Direction manager, in the development and support of partnership initiatives, benefiting local young people, working in multi-disciplinary teams as required.
	12	Work in a variety of settings delivering services in a flexible and accessible manner including evening and weekend work as required
	13	To represent Youth Direction at relevant meetings as requested.
	14	To contribute to the implementation of partnership agreements and service level agreements with partner agencies.
	15	To undertake all service interventions in accordance with agreed policies and procedures, protocols, National Indicators and local performance measures, and National Standards where applicable.
	16	To produce reports as required.

3. GENERAL

Job Evaluation - This job description has been compiled to inform and evaluate the grade of J using the NJC Job Evaluation scheme as adopted by Stockton Council.

Other Duties - The duties and responsibilities in this job description are not exhaustive. The post holder may be required to undertake other duties from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the post holder.

Workforce Culture and supporting behaviours and Code of Conduct – The post holder is required to carry out the duties in accordance with Workforce Culture and supporting behaviours, code of conduct, professional standards and promote equality and diversity in the workplace.

Shaping a Brighter Future – The post holder will embrace the Council's "Shaping a Brighter Future" programme.

Personal Development – As defined by the Council's Culture Statement, all employees will take responsibility for their own development

Customer Services – The post holder is required to ensure that all customers both internal and external, receive a consistently high quality level of service, commensurate to the standards required by Stockton on Tees Borough Council.

Policies and Procedures – The post holder is required to adhere to all Council Policies and Procedures.

Health and Safety – The post holder has a responsibility for their own health and safety and is required to carry out the duties in accordance with the Council Health and Safety policies and procedures.

Safeguarding – All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Stockton Council's Safeguarding Policy. In addition employees working with children and vulnerable adults have a responsibility to safeguard and promote the welfare of children and vulnerable adults during the course of their work.

PERSON SPECIFICATION

Job Title/Grade	Preventions Worker	J
Directorate / Service Area	Children's Services	Youth Direction
Post Ref:	33945	

	ESSENTIAL	DESIRABLE	MEANS OF ASSESSMENT
Qualifications	<ul style="list-style-type: none"> Graduate level qualification in Youth Work/ IAG or related field or equivalent demonstrable level of knowledge gained through work experience. 	<ul style="list-style-type: none"> Additional related professional qualifications Training in areas related to young people's needs 	Application form
Experience	<ul style="list-style-type: none"> Direct and successful work with young people Lead Professional responsibilities Successful experience of partnership working Co-ordinate and Chair Multi agency meetings Undertaking assessments to identify risk and needs of children and young people Co-ordinating intervention and/or action plans for individuals. Delivery of information and advice to young people and their parents/carers Engagement of service users in planning delivery and evaluations 	<ul style="list-style-type: none"> Work with disadvantaged and excluded young people Experience of working in a multi-disciplinary team Work with schools and colleges 	Application / Interview
Knowledge & Skills	<ul style="list-style-type: none"> Effective inter - personal skills High level of organisational skill Excellent communication skills 	<ul style="list-style-type: none"> Use of Care Works, CCIS Understanding of Children's services 	Application / interview

	<p>sboth written and oral.</p> <ul style="list-style-type: none"> • Use of ICT e.g. Word, Excel • Ability to lead and chair meetings • Report writing skills • Knowledge and understanding of current legislation relating to crime and anti-social behaviour. • Effectively organise and manage a caseload • Understanding of equality and diversity issues affecting young people and their community • Sound understanding of social inclusion issues • Understanding of prevention, targeted and intensive youth support. • Knowledge of youth justice and preventions work. • Knowledge and understanding of working with Children's Social Care • Knowledge of risk taking behaviour • Able to provide information, advice and support to young people, carers and parents in a sensitive and supportive manner • Plan, deploy and deliver a range of imaginative interventions 	and partner structure.	
Specific behaviours relevant to the post	<ul style="list-style-type: none"> • Demonstrate the Council's Behaviours which underpin the Culture Statement. 	<ul style="list-style-type: none"> • Adaptable and flexible, working in a fast changing environment • Good team player • Passionate and committed • The ability to 	Application / Interview

		demonstrate emotional resilience in working with challenging behaviours and attitudes	
Other requirements	<ul style="list-style-type: none"> • The post holder must have the capacity for independent travel across the borough. • Willingness and ability to work flexibly between the core hours of 7:30am – 9pm 7 days a week. 		

Conditions of Service

General

Conditions of service will vary from service to service. However, there are some general points to cover.

Conditions of service generally are those contained in the appropriate National Joint Council Schemes but have been supplemented in a number of areas by locally agreed conditions. The relevant Handbooks are available for reference in all departments.

Office Hours

The normal working week is 37 hours. Council offices are generally open to the public from 8.30 a.m. to 5.00 p.m. (4.30p.m. on Friday). The majority of office staff are able to take part in the Councils flexible working hours scheme. Elsewhere, fixed hours or shift working may be operated according to the needs of a particular service.

Annual Leave

The basic annual leave entitlement is 26 days plus 8 public holidays. Employees with 5 years continuous service receive 31 days annual leave.

Sick Pay

Most employees are covered by the provisions of the nationally agreed sick pay schemes which allow periods of absence on half pay and full pay according to length of service.

Pension

You will automatically be entered into the Local Government Pension Scheme (LGPS) unless you choose to opt out. This is a contributory pension scheme and meets Government standards for automatic enrolment. If you do not opt out within three months of joining the LGPS, you will not be eligible to receive a refund of your contributions but will instead be given deferred benefits within the Scheme. If you decide to opt out of the Scheme your employment, earnings and age will be monitored in line with automatic enrolment guidelines.

Medical Examination

Before commencing your employment, you will need to complete a medical questionnaire and may be subject to a medical examination.

Probation

New entrants to Local Government will be required to complete a six month probationary period.

Equal Opportunities

The Council is working towards an environment where all employees, residents and service users receive equal treatment regardless of gender or gender reassignment, marital or civil partnership status, sexual orientation, age, disability, race, religion or belief, social origin, pregnancy and maternity.

Job Sharing

A voluntary Job Sharing Scheme is in operation. Applications to job share are welcome and there is no requirement for you to apply with a partner.

Payment of Salaries

Salaries are paid monthly on the last working day of the month. All payments are made by credit transfer direct to a nominated bank or building society.

Smoking Policy

The Council operates a No Smoking Policy.

Politically Restricted Posts

The Local Government and Housing Act 1989, as amended by the Local Democracy, Economic Development and Construction Act 2009 designate certain posts as politically restricted. If this is the case it will be detailed on the job description and means that you would be disqualified from being a member of a Local Authority, the House of Commons or of the European Parliament. Further information is available upon request.

Rehabilitation of Offenders Act 1974

Having a criminal record will not necessarily bar you from working for the Council. This will depend on the nature of the post and the circumstances and background of your offence(s). To assist the Council in determining the suitability of your employment, certain posts are subject to a DBS check. If this is the case an appropriate statement will appear in the recruitment advertisement.