

## **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](mailto: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.

## **Interventions Worker**

**Vacancy ID: 008490**

Salary: £15,809.46 - £16,867.57 Annually

Closing Date: 18/02/2018

### **Benefits & Grade**

Grade I (Grade H if QCF level 3 qualification is not held)

### **Contract Details**

Permanent

### **Contract Hours**

25 hours per week

### **Disclosure**

The successful applicant will be subject to an enhanced DBS check

### **Job Description**

Stockton-On-Tees Borough Council has the exciting opportunity to recruit for the new role of Interventions Worker, Supporting and Shaping Better Futures Project.

The project will offer bespoke intervention packages to young people, their families or carers who may be in crisis or are struggling with ongoing issues that are impacting negatively on every day family life. These interventions may take place in the registered provision, the community, in the child/young person's home or another appropriate setting.

The project will be delivered via a Registered Short Break Children's Home and will be central to Stockton's Edge of Care Offer to young people and their families or for those young people and their carer's already in care of the Local Authority and in fragile placements.

We are seeking enthusiastic Individuals to work under the direction of the Project Manager to deliver bespoke, flexible intervention plans in the home or community that are tailored to individuals, families and groups.

The successful candidate will hold a Diploma Level 3 in Residential Child Care or equivalent or has the ability and commitment to completing the award within 18 months of appointment.

Ongoing training relevant to the post will be available and support will be provided with regular structured supervision and appraisal.

The newly appointed Interventions Worker will be part of development sessions prior to the launching of the new project to ensure that the new staff team are prepared and supported.


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

Please ensure you refer to the essential and desirable criteria detailed in the Person Specification when completing your application as they are used to select candidates for interview.

For a further informal discussion, please contact Louise Carling, Resource Team Manager, on 01642 527876 or email [louise.carling@stockton.gov.uk](mailto:louise.carling@stockton.gov.uk)

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

 <b>Stockton-on-Tees</b> BOROUGH COUNCIL		<b>JOB DESCRIPTION</b>
<b>Directorate:</b> <b>CHILDREN'S SERVICES</b>		<b>Service Area:</b> <b>LOOKED AFTER CHILDREN - RESOURCES</b>
<b>JOB TITLE: Interventions Worker - Supporting and Shaping Better Futures</b>		
<b>GRADE: I</b>		
<b>REPORTING TO: Resource Team Manager (Children's Services)</b>		
<b>1.</b>	<b>JOB SUMMARY:</b> To deliver care and interventions as part of the Supporting and Shaping Better Futures Project. This project is aimed at children, young people and their families or carers who are in crisis and will be in need of support through a journey of change to sustain a healthy family life. To achieve this Intervention Workers under the direction of the Manager be responsible for the delivery of bespoke, flexible intervention plans in the home or community that are tailored to individuals, families and groups. Key to this is the collaboration and partner working with young people their families or carers, other services within Local Authority, commissioned services, voluntary agencies and external stake holders. Intervention Workers will support the delivery of a short breaks service registered with Ofsted and support the delivery to young people 16 plus who are accessing the two self-contained supported accommodation units attached to the registered children's home.	
<b>2.</b>	<b>MAIN RESPONSIBILITIES AND REQUIREMENTS</b>	
	1.	To support the home in complying with Ofsted requirements as a residential Children's Homes, participating in the delivery of interventions that are flexible, as defined in the Homes Statement of Purpose and the Supporting and Shaping Better Futures Model.
	2.	To work as part of a multi-agency team supporting families, young people and carers who are in cycle of crisis.
	3.	To be part of a team that provides a coordinated outreach intervention service to young people, families or carers to enable positive re-building of their family life.
	4.	To comply with all relevant Statutory Legislation, Codes of Practice and Policy and Procedural Requirements.
	5.	To work within the scope of the Supporting and Shaping Better Futures Model.
	6.	To maintain relevant records that enable the effective measurement of performance, outcomes and captures the voice of child.
	7.	To contribute to and deliver on bespoke care packages and/or interventions specially aimed to support the breaking of the cycle of crisis and enable families to engage in healthy family life.
	8.	To contribute to the production of effective intervention and risk management plans for young people, families and carers.
	9.	To facilitate and support group work with young people, families and carers, including identified therapeutic approaches, for example family group conferencing.
	10.	To participate in professional reflective supervision and appraisal.
	11.	To participate in training in order for the service to deliver and develop.
	12.	To work in partnership with others to ensure services are delivered to those young people accessing the supported accommodation units.
	13.	To have a clear understanding and undertaking of safeguarding responsibilities and how to respond in line with LSCB procedures.
	14.	To embrace the values, behaviours, expectations and general atmosphere in which we work as defined in Stockton Councils Culture Statement.
	15.	To work as part of an integrated multi agency culture from which the Supporting and Restoring Futures Model is delivered from.
	16.	Participate in the agreed working roster and share the sleep in duty arrangements as required. This includes covering a service 24 hours a day, 52 weeks of the year. Weekend work, evenings and bank holidays will be required as part of the rota.
<b>3.</b>	<b>GENERAL</b>	

**Job Evaluation** - This job description has been compiled to inform and evaluate the grade 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

<b>Job Title/Grade</b>	<b>Interventions Worker – Supporting and Shaping Better Futures</b>	<b>Grade I</b>
<b>Directorate / Service Area</b>	<b>CHILDREN'S SERVICES</b>	<b>LOOKED AFTER CHILDREN - RESOURCES</b>
<b>Post Ref</b>	<b>19081</b>	

	ESSENTIAL	DESIRABLE	MEANS OF ASSESSMENT
Qualifications	<ul style="list-style-type: none"> <li>To hold the QCF Level 3 in Residential Child Care or equivalent NVQ level 3 <b>OR MUST</b> complete the NVQ within 18 months of appointment or commencement of the training whichever is the sooner. (Whilst completing the QCF award employees will be paid at SCP 25).</li> </ul>		Application Form
Experience	<ul style="list-style-type: none"> <li>Experience of direct work with children, young people and their families or carers.</li> <li>Experience and the ability to manage difficult and risk taking behaviour</li> </ul>	<ul style="list-style-type: none"> <li>Direct working with families, young people and carers in a community</li> <li>Experience and knowledge of homelessness and the issues affecting young people.</li> </ul>	Application / Interview
Knowledge & Skills	<ul style="list-style-type: none"> <li>To be an effective and innovative team member.</li> <li>Highly motivated and committed.</li> <li>To be able to contribute and deliver specific intervention packages to groups and individual young people</li> <li>To be able to manage a diverse and changing service</li> <li>To have effective communication and negotiating skills</li> <li>To have an engaging and positive attitude in working with hard to reach young people, their families or carers.</li> <li>Ability to work in collaboration with others.</li> </ul>	<ul style="list-style-type: none"> <li>Counselling skills</li> <li>Ability to manage change</li> </ul>	Application / Interview

	<ul style="list-style-type: none"> <li>• To contribute to the formulation and delivery of intervention plans</li> <li>• Ability to achieve targets and meet deadlines.</li> <li>• Ability to contribute to improving standards</li> <li>• Excellent communication skills, both written and orally.</li> <li>• Ability to plan, implement, monitor and evaluate services and intervention plans to reduce and manage risk and improve outcomes.</li> <li>• To work as part of a team and on your own initiative</li> <li>• To have an understanding of issues facing, young people and parents/carers living with mental health and substance misuse</li> <li>• Have knowledge of complex and diverse family dynamics and the expertise to respond positively</li> <li>• Awareness and understanding of the impact of trauma and past experiences have and how these impact on the lives of young people</li> <li>• Awareness and understanding of statutory legal framework relating to children and families and care leavers.</li> <li>• Knowledge and understanding of the Children's Homes Regulations, Quality Standards and Ofsted's Inspection Framework for Children's homes and how this is implemented in practise.</li> <li>• Understanding of the benefits of reflective supervision and appraisal process</li> <li>• Understanding and awareness of theoretical approaches and evidence based practise in service delivery.</li> </ul>		
Specific behaviours relevant to	<ul style="list-style-type: none"> <li>• Demonstrate the Council's Behaviours which underpin the Culture Statement</li> </ul>		Application Interview /

the post	<ul style="list-style-type: none"> <li>• Honest and good personal integrity</li> <li>• High aspirations</li> <li>• Honest and good personal integrity</li> <li>• High aspirations</li> </ul>		
Other requirements	<ul style="list-style-type: none"> <li>• Flexible and adaptive to the needs of the service, including being available for additional evening and weekend work as required.</li> <li>• The post holder must have the capacity for independent travel.</li> </ul>		Application / Interview



## **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.