# **PERSON SPECIFICATION: YJS Sessional Support Worker POST REFERENCE: SR-105746**

**HARTLEPOOL BOROUGH COUNCIL IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS. IF THIS POST IS SUBJECT TO SAFER RECRUITMENT MEASURES THEN A DISCLOSURE AND BARRING SERVICE (DBS) CHECK WILL BE REQUIRED.**

|  |  |  |
| --- | --- | --- |
| REQUIREMENTS | ESSENTIAL CRITERIAPlease indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)  | DESIRABLE CRITERIAPlease indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) |
| * **Educational/vocational/ occupational qualifications and/or training**
* **Specific qualifications (or equivalents)**
 | * Minimum of NVQ2 or equivalent in Youth/Childcare discipline (F)
* Minimum of 5 GCSE’s A-C (F)
 | * Evidence of Higher Education within a Criminal Justice discipline, Sociology or Youth Work.(F,I)
* NVQ Level 3 or 4 Social Care, Criminal Justice System or Community Youth Work.(F,I)
* First Aid Qualification.
* Practical Vocational qualifications e.g. Joinery, Horticulture, Sports Leaders, Mentoring etc (F,I)
 |
| * **Work or other relevant experience**
 | * Experience of working with young people and/or adolescents (F,I)
 | * Knowledge/experience of Youth Justice and/or Children’s Services (F,I,R).
* Previous experience of working with challenging behaviours.
* Experience of multi-agency working.
 |
| **ESSENTIAL/DESIRABLE CRITERIA WILL BE VERIFIED BY: F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)** |

 **2**

|  |  |  |
| --- | --- | --- |
| REQUIREMENTS  | ESSENTIAL CRITERIAPlease indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)  | DESIRABLE CRITERIAPlease indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) |
| * **Skills, abilities, knowledge and competencies**
 | * Knowledge of Safeguarding priorities (F,I).
* Ability to engage and motivate young people.
* Ability to deliver interventions according to individual and organisational need (including physical indoor and outdoor tasks).
* Able to work to policies and procedures.
 | Tieodeo* Knowledge of Youth Crime issues. (F,I)
* Knowledge of Criminal Justice system. (F,I)
* Knowledge of Child Development (physical and emotional) (F,I)
* Able to deliver group work.
 |
| * + **General competencies**
 | * Good communication skills, verbal and written. (F,I)
* Ability to liaise and communicate with other professional s and families (F,I).
* Non-judgemental and resilient. (I)
* Professional. (I)
* Good team working skills.
* Full clean driving licence.
* Able to work evenings and weekends.
* Willingness and ability to undertake core training and other developmental training where appropriate.
 | * Access to own vehicle.
 |
|  **ESSENTIAL / DESIRABLE CRITERIA WILL BE VERIFIED BY: F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)** |

**On-going Training Requirements**

The post holder will be required to undertake the following mandatory/essential training at the frequency indicated.

|  |  |
| --- | --- |
| **Mandatory/Essential Training** | **Frequency** |
| * Safeguarding training in accordance with Hartlepool Borough Councils training programme
* PREVENT training
* Hartlepool YJS have an internal training programme which aims to increase awareness of issues attributed to the young people being supported. The programme consists of
	+ Role of the Youth Justice Service
	+ Risk of Harm/Safety and Well-being
	+ Desistance awareness – how your work reduces risk of the young person re-offending
	+ Speech, Language and Communication Needs
	+ Mental health awareness inc Trauma and Communication needs, suicide and self-harm
* HBC have an annual training programme which is available to all staff so professional development opportunities are encouraged
 | * A minimum of every 2 years or sooner if need arises
* As directed by HBC
* The YJS internal training programme is reviewed according to the needs of the young people and delivered annually
 |

Please note all appointments within Hartlepool Borough Council are subject to a declaration of medical fitness by the Council’s Occupational Health Service (having made reasonable adjustments in line with the Equality Act (2010) where necessary.