# **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.**

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| REQUIREMENTS | ESSENTIAL CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) | DESIRABLE CRITERIA Please 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)** | | |

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| * **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. | |
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**On-going Training Requirements**

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

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| **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.