

JOB DESCRIPTION

DIRECTORATE: Families and Wellbeing

SERVICE: Youth Justice Service (CE, CWaC, Halton and Warrington)

POST DETAILS

Job Title: Senior Practitioner

Grade: 9

Location of Work: Cheshire East, Cheshire West, Halton and Warrington

Directly Responsible To: Team Manager

Directly Responsible For: Support Workers, Victim/Restorative Justice (RJ)
Workers and Volunteers

Hours of Duty: 37

Primary Purpose and Scope of the Job:

To work as part of a multi-disciplinary pan Cheshire Youth Justice Service (YJS) which co-ordinates and delivers all youth justice services for children and young people aged 10-17 years, who have been referred by the police or Courts. The job supports direct work with children and families whilst being attentive to safeguarding, public protection and the wider harm that their behaviour can have in the community.

Senior Practitioners in the YJS will supervise the day to day work of unqualified support workers; our Victim/RJ team and volunteers and will have a service wide leadership role for specific areas of practice. They may also be required to manage a small number of high risk/complex children and young people subject to statutory court orders, completing specialist assessments, designing intervention plans and coordinating the work of multi-disciplinary professionals.

WORKING RELATIONSHIPS

Cheshire East Council, Cheshire West and Chester Council, Halton Borough Council and Warrington Borough Council currently operate a joint partnership arrangement for the provision of the Youth Justice Service. Upon appointment you will be an employee of Warrington Borough Council.

You will be expected to liaise with all partner agencies including Children's Social Care, National Probation Service and Community Rehabilitation Companies, Police

Authorities, Education and Health Care Providers, Courts, Volunteers and Victim agencies.

KEY TASKS AND ACCOUNTABILITIES

1. Lead on designated thematic areas of specialist practice by supervising our Victim RJ team, work within the parameters of the Victim code of practice, and YJS Victim policy. Set clear objectives for staff, reviewing performance against these objectives and ensure that the harmed persons voice is heard in every aspect of our delivery.
2. Lead on designated thematic areas of specialist practice by recruiting, training, supervising and maintaining new and existing volunteers which will in-turn enhance the YJS offer to children; families; harmed persons and staff. This will include maintaining a data base of volunteer data, co-ordinating training events and quarterly team meetings and ensuring that volunteers are shaping our service for the future.
3. Supervise the day-to-day work of unqualified support workers in the Youth Justice Service setting clear objectives for staff, reviewing performance against these objectives and ensuring that interventions are carried out and recorded effectively.
4. To undertake quality audits of practice, feeding back to practitioners on their areas of strength and their areas for improvement and reporting on audit findings to management.
5. To provide 1-1 or group coaching for staff and volunteers on specific areas of practice (e.g. assessment skills).
6. To produce reports for the management team on designated thematic areas highlighting strengths and areas for service improvement.
7. To be project lead for designated Youth Justice initiatives arising out of national legislative change programmes or regional work streams (e.g. the roll out of new assessment tools).
8. To co-ordinate practice forums for the formulation and delivery of interventions for young people, and assist the YJS officers to engage young people in direct work to prevent and reduce their offending.
9. To assist in the collation and presentation of Youth Justice performance information (e.g. collation of data for the Youth Justice Management Board or other Partnership Boards).
10. To be a member of the YJS extended management team including being part of the Duty Manager and Saturday Court rota, making managerial decisions in the best interests of the service; responding to queries from practitioners and partner agencies and dealing with complaints.
11. To help foster a whole service culture of Trauma Informed Practice, supporting staff who may be experiencing secondary trauma.

12. To supervise the team, allocate work and monitor team capacity in the absence of the team manager.
13. To assist in the design and delivery of relevant policies and documents such as the annual Youth Justice Plan.
14. To demonstrate a commitment to the implementation of Quality Assurance methods and strategies, i.e. Audits, Reviews, inspection findings etc and to translate plans into action at the local and area level.
15. To deliver the service at a local level to the national standards required by the Youth Justice Board and locally by the Youth Justice Plan.
16. Contribute to managing budgets for the commissioning of services and authorise payments to families in line with Financial Regulations to ensure value for money and appropriate assistance for families.
17. To represent the Youth Justice Service at multi-agency meetings at a managerial level.
18. To participate in individual Case and Personal supervision, as required by the Team Manager.
19. To undertake such additional duties as are reasonably commensurate with the level of the post.
20. Case manage high risk/complex children, young people and harmed persons who require a specialist (enhanced service) to meet their needs. This could include completing specialist assessments, designing intervention plans, co-ordinating the work of multi-agency professionals.

REVIEW ARRANGEMENTS

The details contained in this Job Description reflect the content of the job at the date it was prepared. However, it is inevitable that over time, the nature of the jobs may change. Existing duties may no longer be required and other duties may be gained without changing the general nature of the post or the level of responsibility entailed. Consequently, the Council will expect to revise this Job Description from time to time and will consult with the postholder at the appropriate time.

Date Job Description prepared/revised: October 2023

Prepared/revised by: Christine Dunn