

Role Profile

Job Title:	Engage Youth Worker (Fixed Term-until March 2027)
Location:	Colindale Offices, Colindale Police Custody and Wembley Police custody
Department:	Youth Justice Service
Directorate:	Family Services
Grade:	Grade H
Salary	£40,575 - £44,184
Type of Working:	Onsite Working
Reports to:	Advance Practitioner/ Operational Manager

1. Job Purpose:

- To carry out Youth Justice Work with young people in custody across the Tri-Borough (Barnet, Brent, Harrow)
- You will be assigned to mainly focus on one borough but will provide a service for young people across all 3 and would signpost other young people to their relevant host local authority provisions.
- The Barnet Youth Justice Service works with children and young people up to the age of 18.
- The main aim of this project is to work with children who attend police custody suites across the North West Borough Command Unit which comprises of Barnet, Brent and Harrow.
- This is a programme funded by MOPAC who require the following objectives:
 - The programme provides 2 dedicated Youth Engage Workers to see all under 18s detained in Colindale and Wembley custody suites with the aim of reaching them at a 'teachable moment' and help set these young people on more positive paths. The ambition is that this will further reduce the risk of children entering the Criminal Justice System and ensure they are engaged with intervention at the earliest opportunity to support diversion from offending. Many of the children seen in custody are at a crisis point and we hope to engage with our Youth Engage Workers when offered the chance. This project will provide a platform for this to happen and to take these relationships outside of the custody area.
 - The project aims to work with children in police detentions within Harrow, Barnet and Brent. It will identify risk factors relating to Serious Youth Violence (SYV) and ensure appropriate and targeted responses via local interventions and provisions.
 - The project will ensure a dedicated and trained practitioner provides intervention in police custody at teachable, reachable moments and beyond, including:

- ✓ Direct and independent work with young people (separate to the criminal investigation) using trusted relationship and evidence-based approaches such as restorative practices and brief solution focused therapies.
- ✓ Signposting and facilitating the introduction of parents to targeted interventions within the local area.
- ✓ The Youth Engage worker will gather some information which will allow the worker to complete the Warwick-Edinburgh Mental Wellbeing Scales (WEMWBS). Following their release from custody, they will then arrange to meet again within 48 hours to explore possible crime diversion activities, educational/training opportunities or to work with the family as a whole.
- ✓ They will offer a minimum of 3 sessions – one in custody and two potential sessions in the community with the purpose to encourage the take up of positive activities or whole family work via specialist local authority services. This will be promoted to help address issues at home that may have contributed to the actions which got the young person arrested.
- ✓ There are a large number of Key Performance Indicators (KPI's) to report on each quarter (outputs and outcomes).
- The programme offers a service outside of normal office hours including evenings and at weekends.

The service would aim to offer a service 8am to 8pm weekdays and for up to 5 hours on Saturdays and Sundays

2. Key accountabilities:

The post holder will:

- Engage with young people who are within custody suites.
- Make initial rapport building to quickly establish trusting adult professional relationships within the reachable/teachable moment of opportunity.
- Provide a youth work intervention for young people ordinarily resident within the tri borough.
- Be part of the Project Engage Team and as such have team meetings together within the coordinating (Barnet) site.
- However, each Borough may wish additionally provide day to day advice and guidance and desk space within either their Early Help Service, Youth Service or Youth Justice Service. This would enable the workers to become fully conversant with the local offers of Early Help Services within each Borough.
- Learn about the Early Help and wider Youth Service Offer available across the 3 boroughs, each worker would take a particular focus on whatever borough they are mainly assigned to. But each worker should know how to find out more information for each borough.
- The youth engage worker will gather some information which will allow them to complete the Warwick-Edinburgh Mental Wellbeing Scales (WEMWBS). Following the young person's release from custody, the youth engage worker will then arrange to meet the same young person again within 48 hours to explore possible crime diversion activities, educational/training opportunities or to work with the family as a whole.
- The youth engage worker will offer a minimum of 3 sessions – one in custody and two potential sessions in the community with the purpose to encourage the take up of positive activities or whole family work via specialist local authority services. This will be promoted to help address issues at home that may have contributed to the actions which got the young person arrested.

- The young person may be referred to the related “Turnaround Programme” within each borough which addresses longer term youth justice system prevention work.
- The youth engage worker may deliver sessions employing a “Resilience Based Approach,” “Solution Focused Brief Therapy” (SFBT) or Motivational Interviewing (MI) based approach. The approach should be trauma informed and take accounts of strengths as well as needs and also consider the whole family and the impact and potential support available through the wider family networks.
- The youth engage worker would need to use a suitable case management system to record their work and be able to report progress from.
- The youth engage worker would need to work according to a rota of cover with the aim of ensuring there is a custody engage service available from 8am to 8pm Monday to Friday and up to 5 hours on Saturdays and Sundays within a maximum working week of 36 hours.
- Carry out any other duties commensurate with the role and grade of this post so much as they fit within the aims and requirements of the fully funded MOPAC project.

3. Financial Responsibilities:

Operate within the Council's financial regulations ensuring all financial transactions actioned are recorded and accounted for.

4. Health and Safety Responsibilities (choose one option):

As an employee of the London Borough of Barnet, you are required to:

- Abide by Barnet's health and safety policy and associated arrangements
- Complete mandatory health and safety training
- Follow safe systems of work and use devices/guards provided for safety.
- Wear/use personal protection equipment where issued and instructed to do so, including lone working devices.
- Report any Accident/Incidents/Hazards.
- Take care of your own and other's safety, health and wellbeing

5. Promotion of Corporate Values

To ensure that customer care is maintained to the agreed standards according to the council's values. To ensure that a high level of confidentiality is maintained in all aspects of work. Our values:

Caring / **L**earning to Improve / **I**nclusive / **C**ollaboration

6. Flexibility

In order to deliver the service effectively, a degree of flexibility is needed and the post-holder may be required to perform work not specifically referred to above. Such duties, however, will fall within the scope of the post, at the appropriate grade.

7. The Council's Commitment to Equality

To deliver the council's commitment to equality of opportunity in the provision of services. All staff are expected to promote equality in the workplace and in the services the council delivers.

PERSON SPECIFICATION

Job Title	Engage Youth Worker (Fixed Term-until March 2027)
Location:	Colindale Offices, Colindale Police Custody and Wembley Police custody
Department:	Youth Justice Service
Directorate:	Family Services
Grade:	Grade H
Salary	£40,575 - £44,184
Type of Working	Onsite Working
Reports to:	Advance Practitioner/ Operational Manager

Criteria	Essential/Desirable	Assessed by:
Professional Membership/Qualification		
Able to demonstrate emotional intelligence	Essential/ Desirable	Application
Ability to persuasively communicate insight into the value of education, employment, learning and training	Essential	Application
Experience & Knowledge		
Experience of life which would be useful for building rapport and trusting professional relationships with those young people who are within custody suites	Desirable	Application/Interview
Experience of carrying out youth work or youth justice work or social work successfully and professionally with Children and or young people	Essential	Application/Interview
Skill & Ability		
Competent user of Microsoft Word, Excel, PowerPoint, Outlook, and secure email.	Essential	Application/Interview
Write fluently and succinctly using appropriate style.	Essential	Application
Present ideas and views with confidence and clarity.	Essential	Interview
Actively promote a culture that values equality and diversity.	Essential	Interview
Caring		
Integrity - I work with candidates and colleagues in a way that builds trust.	Essential	Interview

Empathy - I say "thank you" and "well done" where appropriate, and take time to 'check in' to see if the people I work with are ok	Essential	Interview
Support - I support my colleagues to deliver excellent services. I focus on resolving any issues and capturing lessons learnt	Essential	Interview
Learning to Improve		
Insight - I regularly rely on evidence and professional standards to support my work and decision making.	Essential	Interview
Agile - I am fully empowered to act within the scope of my role	Essential	Interview
Growth Mindset - I take responsibility for my own personal development, growth and learning and support others with their learning and development where I can	Essential	Interview
Inclusive		
Personal Responsibility - I am curious about what is important to others around diversity. I reflect and act upon this curiosity to improve my own understanding	Essential	Interview
Engage with discomfort - I am open to and reflect on what makes me uncomfortable and use my engagement with others to challenge myself and constructively challenge others	Essential	Interview
Champion Diversity - I recognise the advantages and importance of equality, diversity and inclusion in delivering outcomes for residents, and take an active role to ensure they are implemented and integrated in everything I do.	Essential	Interview
Collaborative		
One Team - I actively and purposefully build my network of relationships with people across the Council and with partners. I proactively seek feedback and evidence as a way of learning from and improving the way I work with others	Essential	Interview
Accountable - I accept responsibility for my own actions and decisions, and demonstrate commitment to ensuring these align to what is best for Barnet	Essential	Interview
Outcomes Focused - I adapt my way of working to best suit the outcome we are trying to achieve within the scope of my role and professional standards	Essential	Interview