

The Job Description and Person Specification

Senior Adolescent Response Practitioner

Kent County Council

Directorate:	Children, Young People and Education
Unit/Section:	Adolescent Response Team
Grade:	KR8 (Four days per week Wednesday 9-5 / Thursday 9-5 / Friday 10-6 / Saturday 12-8)
Responsible to:	Adolescent Response Practice Supervisor

Purpose of the Job:

The Senior Adolescent Response Practitioner main purposes:

To monitor and respond to the referral inbox. This will involve scrutinising the referrals, identifying need and allocating the task to a Response Practitioner.

Manage & maintain a live rota of Response Practitioners to ensure allocations are efficient.

Carry out virtual sessions to parents in times of crisis to support resilience and reduce edge of care outcomes.

Support the Response Practitioners virtually, to aid requests for information or guidance as required.

This role is predominantly office / home based utilising Microsoft Teams.

Adolescent Response

The role of the Adolescent Response Team is to provide an effective 'Response', which prevents adolescents coming into care, custody, and reduces, where relevant, placement breakdown.

To contribute to the development, delivery, and implementation of consistent and high-quality contextual safeguarding approaches for adolescents in Kent

The Adolescent Response Practitioners provide non-case holding intervention to adolescents and their carers at those times of crisis during which adolescents are most likely to either enter or to move care arrangements. Some of this work is planned with case holders, and some will be on-call to respond to emerging crisis identified by case holders.

Practitioners need to be solution-focussed and have excellent mediation and conflict management skills, to intervene safely and effectively in the times of crisis.

Contextual Safeguarding

The Adolescent Response Practitioners will collaborate with District Contextual Safeguarding (DCSM) partners to identify, assess, respond, and review contextual/extra-familial risks for adolescents, such as enhancing safety in community locations and tackling issues through bespoke, targeted intervention, and detached youth-work approaches to adolescents.

Main duties and responsibilities:

To monitor and respond to the referral inbox. This will involve scrutinising the referrals, identifying the need and allocating the task to a Response Practitioner.

Attend District Contextual Safeguarding Meetings (DCSM) representing the Adolescent Response Team to allocate additional support to detached projects identified in the community. Contribute to the implementation and development of Kent's contextual safeguarding approaches for adolescents at risk from extra-familial harm. Thoroughly understand Contextual Safeguarding; adhere to relevant policies and processes and understand multi-agency safeguarding and public protection.

Manage & maintain a live rota of Response Practitioners to ensure allocations are efficient.

Carry out virtual sessions to parents in times of crisis to support resilience and reduce edge of care outcomes. Deliver excellent relationship focussed, trauma-informed and evidence-based interventions to adolescents and their carers to reduce risk and enhance safety.

Support the Response Practitioners virtually, to aid requests for information or guidance as required.

Offer skilled, reliable, and effective intervention, sensitively, at times of crisis with adolescents and their carers to reduce breakdown and manage risks.

Cooperate with Adolescent Service and district colleagues and to identify and report on district, divisional and county themes in relation to places and spaces where extra familial harm occurs and share what works in addressing this.

Develop, enhance, and maintain excellent working relationships with key/core statutory partners, locality specific service providers, stakeholders, partner agencies (e.g., Health, Police, Education) and the wider community, to develop joint planning and delivery, ensuring positive outcomes for young people.

Champion social work, youth justice and early help values and relentlessly pursue the improvement of outcomes for adolescents, ensuring high quality, effective intervention for those in need of support or protection.

This service is initially funded until August 2023) and is subject to review of effectiveness of achieving:

- 1. Enhanced adolescent contextual safeguarding.**
- 2. Reduced adolescent entrants into care.**

3. Reduced adolescent placement moves.

Footnote: This job description is provided to assist the job holder to know what his/her main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	CRITERIA
QUALIFICATIONS	Evidence of continuous professional development.
EXPERIENCE	<p>Practitioner experience in a relevant community role (youth work; social work; early help; family support; youth justice) including:</p> <ul style="list-style-type: none">- Experience of supporting staff- Engaging with and delivery effective targeted interventions to adolescents- Mediating, or reducing conflict between parents/carers and adolescents. <p>Effectively engaging challenging and resistant adolescents and adults.</p> <p>Collaborating with community partners.</p>
SKILLS AND ABILITIES	<p>Organised and IT literate, able to respond quickly and efficiently to need.</p> <p>Able to establish positive and effective working relationships with resistant and involuntary adolescents and their families.</p> <p>Communicate effectively with adolescents to ascertain their wishes and feelings and engage them in decision-making.</p> <p>Excellent interpersonal skills to intervene effectively to de-escalate conflict and engage relevant parties in identifying solutions.</p> <p>Working collaboratively with multi agency partners.</p>
KNOWLEDGE	<p>Knowledge of contextual safeguarding concepts, particularly in relation to location assessments and enhancing safety in community locations.</p> <p>Understanding of safeguarding thresholds.</p> <p>Knowledge of adolescent brain development and the impact of trauma on children and families. Extensive knowledge of mediation, crisis-intervention, trauma-recovery, solution-focused, case formulation, relationship-based and restorative approaches.</p> <p>Awareness of the roles of partners who contribute to public protection and safeguarding including Social Work, Youth Justice, MAPPA, and Community Safety.</p> <p>Knowledge of best practice in responding to Missing, county lines, serious youth violence, criminal and sexual child exploitation.</p>

KENT VALUES & CULTURE

Our culture and values make us who we are as an organisation and as an employer. They are two of the core elements that we are re-setting as we recover and re-focus following our emergency response to Covid-19.

Our new values 2020

Everything we do should be guided by our values. They set out who we are as people, what we stand for and how we act.

We've revised our values to reflect what we've heard from you directly, and what we've seen clearly during the Covid-19 emergency response. These are the values that we demonstrate ourselves, see around us and collectively and individually strive for:

- We are brave. We do the right thing; we accept and offer challenge.
- We are curious to innovate and improve.
- We are compassionate, understanding, and respectful to all.
- We are strong together by sharing knowledge.
- We are all responsible for the difference we make.

Our cultural attributes

What does it feel like to work here and what culture do we need around us to deliver our values? We have identified a set of cultural attributes that will enable us to accelerate out of this crisis with a renewed focus on inclusion and diversity and enable high performance. These cultural attributes are aspirational – they do not describe our current culture and we will need to be intentional about how we develop our culture over time:

- Compassionate & inclusive
- Working together – building and delivering for the best interests of KCC
- Externally focused – residents, families, and communities at the heart of decision making.
- Flexible/agile – willing to take (calculated) risks.
- Empowering – our people take accountability for their decisions and actions.
- Curious – constantly learning and evolving.