

## Kent County Council

### Job Description: *Intensive Supervision and Surveillance (ISS) Practitioner*

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<b>Directorate:</b>	<b>Children, Young People and Education</b>
<b>Unit/Section:</b>	<b>Adolescent Services</b>
<b>Grade:</b>	<b>KR08</b>
<b>Responsible to:</b>	<b>Adolescent Response Practice Supervisor</b>

#### **Purpose of the Job:**

The Intensive Supervision and Surveillance (ISS) Practitioners have two main purposes:

1. To provide intensive support to identified adolescents, which will prevent them from entering, or re-entering, the secure estate.
2. To contribute to the development and delivery of high-quality intensive support for adolescents in Kent who are most at risk of receiving a custodial sentence or being refused bail.

#### **The Role**

ISS Practitioners are county wide roles; it is anticipated that there will be one FTE in South/East and one in North/West, although resource will respond to risk so travel and flexibility will be required. ISS Practitioners will be responsible for planning and providing intensive 1:1 and group work intervention to adolescents open to Kent Youth Justice (YJ) Services. This will necessitate working flexibly, including some weekends and early evenings, and during school and bank holiday periods.

ISS Practitioners will not case-hold and will not be responsible for the completion of assessments or plans but will contribute to both in liaison with the YJ case holder. ISS Practitioners must input their interventions, engagement, and progress made on the YJ system accurately and in a timely way, in accordance with training and guidance provided. ISS Practitioners can access virtual support out of hours from the Adolescent Service management team.

#### **Contextual Safeguarding**

ISS Practitioners will be aligned to the new Adolescent Response Team and will work closely with Adolescent Response Practitioners to collaborate with District Contextual Safeguarding (DCSM) partners and complex adolescent harm meetings, through which they will contribute to the identification, assessment, response, and review of contextual/extra-familial risks for adolescents. The role will include enhancing safety in community locations and tackling issues through bespoke, targeted intervention, and detached youth-work approaches.

### **Main duties and responsibilities:**

- Contribute to the development and delivery of evidence-based activities that support desistance and reduce the risk of harm.
- Support young people to gain accreditation for the activities they undertake as part of their ISS/reparation.
- Understand and adhere to relevant policies and processes relating to multi-agency safeguarding and public protection.
- Support young people to be aware of, and to attend/engage with, community-based services, including education, training and employment opportunities.
- Involve young people in projects that will help them develop skills and experience to support progression into full time training or employment. The projects you source or create will allow young people to see themselves in a positive manner, moving away from an offending identity, and will be focused on positive interaction within the community.
- Deliver excellent relationship-based, trauma-informed, and evidence-based interventions to adolescents and their carers to enhance safety.
- Use restorative, evidence-based approaches in your work.
- Offer skilled, reliable, and effective intensive intervention to adolescents who may struggle to manage the intensity and oversight you provide, but are Court ordered to comply with intervention.
- 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 maximise their contribution to joint planning and delivery to achieve 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 for 2 years (circa July 2021- June 2023) and is subject to review of effectiveness of achieving:**

- 1. Enhanced adolescent contextual safeguarding.**
- 2. Reduced adolescent entrants into custody.**
- 3. Reduced adolescent re-offending.**

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.

# Kent County Council

## Person Specification: *Intensive Supervision and Surveillance (ISS)*

### *Practitioner*

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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.

	<b>CRITERIA</b>
<b>QUALIFICATIONS</b>	We're more interested in who you are, than in what you've studied. We welcome applicants with and without qualifications. If you have experience of working with young people experiencing challenging situations and can engage adolescents, please apply. Relevant training will be provided.
<b>EXPERIENCE</b>	Experience in a relevant community role (youth work; social work; early help; family support; youth justice) with adolescents who pose a risk of harm to others  Delivery of targeted interventions to adolescents which effect change.  Effectively engaging resistant adolescents and adults.
<b>SKILLS AND ABILITIES</b>	Able to: establish positive and effective working relationships with harder to reach adolescents and their families.  communicate effectively with adolescents to ascertain their wishes and feelings and engage them in decision-making.  work collaboratively with multi agency partners.  use trauma-informed language to express confidential and sensitive information in various formats (verbal, written).  develop creative and engaging resources and activities that are sustainable and meet the needs of the young people you support.  travel in a timely manner across Kent when required.  use IT and electronic case management systems.
<b>KNOWLEDGE</b>	Understanding of adolescent brain development and the impact of trauma on children and families.  Awareness of the roles of partners who contribute to public protection and safeguarding, including Social Work, Youth Justice, MAPPA, and Community Safety.  Understanding diversity, equal opportunities and insight into the reasons why some young people who commit very serious offences.  An understanding of what works in safeguarding and managing risk of harm to others, or an ability to learn and implement these, including: internal and external controls; the role of multi-agency partners; and an awareness of direct interventions such as mediation, crisis-intervention, trauma-

	<p>recovery, solution-focused, case formulation, relationship-based and restorative approaches (training available).</p> <p>Knowledge of, or the ability to learn, how to keep yourself and others safe when working in the community and in the homes of service users.</p>
<b>BEHAVIOURS AND KENT VALUES</b>	<p>Our culture and values make us who we are as an organisation and as an employer. Culture and values are two of the core elements that we are re-setting as we recover and re-focus following our response to Covid-19.</p> <p>Everything we do is guided by our values. They set out who we are as people, what we stand for and how we act. We need you to demonstrate how you will strive to meet our values:</p> <ul style="list-style-type: none"> <li>• We are brave. We do the right thing; we accept and offer challenge.</li> <li>• We are curious to innovate and improve.</li> <li>• We are compassionate, understanding, and respectful to all.</li> <li>• We are strong together by sharing knowledge.</li> <li>• We are all responsible for the difference we make.</li> </ul> <p>Our cultural attributes</p> <p>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 to enable high performance. These cultural attributes are aspirational and impact on what it feels like to work here, and our values. To develop our culture, we need people to:</p> <ul style="list-style-type: none"> <li>• Be compassionate &amp; inclusive</li> <li>• Work together – to build and deliver in the best interests of KCC</li> <li>• Be externally focused – residents, families, and communities at the heart of decision making.</li> <li>• Be flexible/agile – willing to take (calculated) risks.</li> <li>• Be empowering – our people take accountability for their decisions and actions.</li> <li>• Curious – constantly learning and evolving.</li> <li>•</li> </ul>