

Kent County Council

Job Description and Person Specification

Integrated Adolescent Service: Adolescent Response Practitioner

Directorate:	Children, Young People and Education
Unit/Section:	Adolescent Response Team
Grade:	KR7
Responsible to:	Adolescent Response Practice Supervisor
Location:	North & West Kent

Purpose of the Job:

The Adolescent Response Practitioners have two main purposes:

1. To provide an effective 'Rapid Response', which prevents adolescents coming into care, custody, and reduces, placement breakdown.
2. To contribute to the development, delivery, and implementation of consistent and high-quality contextual safeguarding approaches for adolescents in Kent.

Adolescent Response

The Adolescent Response Practitioners will provide non-case holding intervention to adolescents and their carers at times of crisis during which adolescents are most likely to either enter or to move care arrangements. This will necessitate working flexibly, including some weekends & early evenings (until 8pm) on a rota basis. Some of this work is planned with case holders, and some will be on-call to respond to emerging crisis identified through the Out of Hours duty service. It is anticipated that the 'response' aspect of the service will operate during school holidays, at weekends and after school hours until 8pm, not overnight.

Practitioners will be able to access virtual support during evenings and weekends from the Adolescent Service Management team, and the County Out of Hours service will remain the emergency escalation route (for example, if a young person needs to come in to care).

Practitioners need to be solution-focussed and have excellent mediation and conflict management skills, to intervene safely and effectively in 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:

- contribute to the implementation and development of Kent's contextual safeguarding approaches for adolescents at risk from extra-familial harm. With training, understand Contextual Safeguarding; adhere to relevant policies and processes and understand multi-agency safeguarding and public protection.
- Deliver excellent relationship focussed, trauma-informed and evidence-based interventions to adolescents and their carers to reduce risk and enhance safety.
- 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 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 for 2 years 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	<p>We're more interested in who you are, than in what you've studied. We welcome applicants with and without qualifications. If you can engage adolescents; manage conflict and understand how risks from peer groups and in the community can impact on young people, then please apply.</p> <p>Training provided around Contextual Safeguarding, mediation, crisis-intervention, trauma-recovery, solution-focused, case formulation, relationship-based and restorative approaches</p>
EXPERIENCE	<p>Experience/understanding of adolescent behaviours or experience in a relevant community role (youth work; social work; early help; family support; youth justice) or including:</p> <p>Engaging with and delivery of effective targeted interventions to adolescents Mediating, or reducing conflict between parents/carers and adolescents. Effectively engaging and challenging resistant adolescents and adults.</p>
SKILLS AND ABILITIES	<p>Able to establish positive and effective working relationships with harder to reach adolescents and their families.</p> <p>Ability to 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>Ability to work collaboratively with multi agency partners.</p>

KNOWLEDGE	<p>Appreciation/knowledge of adolescent brain development and the impact of trauma on children and families.</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>Awareness of mediation, crisis-intervention, trauma-recovery, solution-focused, case formulation, relationship-based and restorative approaches. (Training available)</p>
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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 response to Covid-19.

Everything we 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.

- 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 expect 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 tell us how you will help us to develop our culture.

- 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.