

Directorate:	Children, Young People and Education
Unit/Section:	Adolescent Response Team
Grade:	KSH
Responsible to:	Adolescent Safeguarding Manager
Positions available:	Part-time Fixed Term / Secondment 18.5 hours per week

Purpose of the Job:

The Practice Supervisor oversees the recruitment, coordination, management, and support of a county-wide Adolescent Response Team.

The role has two main purposes:

1. To support an effective county Adolescent Response Team, which prevents adolescents coming into care, and reduces, where relevant, 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 Teams provide non-case holding additional support to adolescents and their carers at those times of crisis during which adolescents are most likely to either enter or to move care arrangements.

Practice Supervisors and Practitioners need to be solution-focussed and have excellent mediation and conflict management skills.

Contextual Safeguarding

The Practice Supervisor will have a good understanding of Contextual Safeguarding and recognise how external risks can impact family dynamics, potentially leading to family breakdown if the appropriate support is not available.

Main duties and responsibilities:

- contribute to the implementation and development of Kent's Contextual Safeguarding approaches for adolescents at risk from extra-familial harm. Thoroughly understand Contextual Safeguarding; develop and embed relevant policies and processes and understand multi-agency safeguarding and public protection.
- Recruit, induct, support, and provide robust line management and effective supervision for Adolescent Response Team Practitioners.
- Deliver, and ensure Practitioners deliver excellent relationship focussed, trauma-informed and evidence-based interventions to adolescents and their carers to reduce risk and enhance safety.

- Support and develop practitioners to be skilled, reliable, and resilient to intervene effectively and 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 children.
- To participate in case audits of the quality of adolescent approaches; analysing and challenging practice; identifying and developing responsive plans for service improvement.
- 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 currently funded until 31st March 2026.

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>Nationally recognised Social Work, Probation, Youth Justice, Youth Work, or other relevant degree level qualification; or Significant relevant professional experience.</p> <p>Evidence of continuous professional development.</p>
EXPERIENCE	<p>Substantial 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"> - Engaging with and delivery of effective targeted interventions to adolescents - Mediating, or reducing conflict between parents/carers and adolescents. <p>Line management and supervision of remote/dispersed practitioners</p> <p>Effective performance management</p> <p>Extensive influencing and collaborating with community partners.</p> <p>Effectively engaging adolescents and adults.</p> <p>Clearly articulating assessments and plans and monitoring outcomes.</p>
SKILLS AND ABILITIES	<p>Able to establish positive and effective working relationships with adolescents and their families</p> <p>Able to communicate effectively with adolescents to ascertain their wishes and feelings and engage them in decision-making.</p> <p>Excellent negotiating, influencing and interpersonal skills including working collaboratively with multi agency partners.</p> <p>Integrity to professionally challenge and offer a supportive and critical perspective whilst delivering difficult messages with sensitivity.</p>
KNOWLEDGE	<p>Comprehensive knowledge of contextual safeguarding legislation and practice, including a thorough understanding of safeguarding thresholds.</p> <p>Knowledge of adolescent brain development and the impact of trauma on children and families. Extensive knowledge of trauma-recovery, solution-focused, case formulation, relationship-based and restorative approaches.</p>

	<p>Awareness of partnerships that impact on the management of public protection including 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 AND CULTURAL ATTRIBUTES	<p>Kent Values:</p> <ul style="list-style-type: none"> • 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 <p>Our values enable us to build a culture that is:</p> <p>Flexible/agile - willing to take (calculated) risks and want people that are flexible and agile</p> <p>Curious - constantly learning and evolving</p> <p>Compassionate and Inclusive - compassionate, understanding and respectful to all</p> <p>Working Together - building and delivering for the best interests of Kent</p> <p>Empowering - Our people take accountability for their decisions and actions</p> <p>Externally Focused - Residents, families and communities at the heart of decision making</p>