

Kent County Council

Job Description: Adolescent Response Practitioner

Directorate:	Children, Young People and Education
Unit/Section:	Adolescent Response Team
Grade:	KSE
Responsible to:	Adolescent Safeguarding Manager

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. It is anticipated that the 'response' aspect of the service will operate during school holidays, bank holidays, at weekends and after school hours until 8pm, not overnight.

The County Out of Hours service will remain the emergency escalation route (for example, if a young person needs to come in to care) for weekends and evenings.

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 work alongside partner agencies 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 to adolescents.

Main duties and responsibilities:

- Assist with 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 working autonomously to solve complex problems.
- Provide skilled, reliable, and effective intervention, sensitively, at times of crisis with adolescents and their carers to reduce breakdown and manage risks. Apply knowledge of key adolescent policies and legislation, referring complicated policy and technical questions to supervisor when appropriate. Plan in terms of months with regards to own work accessing resources as required.
- Apply professional knowledge, skills and experiences across the Adolescent service and with partnership agencies, such as 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.

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

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Person Specification: Adolescent Response Practitioner

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>Qualifications to a Level 3 diploma / A Level standard or equivalent experience.</p> <p>Applicants must be of good character – DBS and Security checks are an essential requirement.</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> <p>Able to solve complex problems.</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>
<p>KENT VALUES AND CULTURAL ATTRIBUTES</p>	<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> <p>(If this document is being used for recruitment purposes, examples of Behaviours which support the Kent Values will need to be demonstrated within the context of this post)</p>