

Kent County Council

Job Description: Adolescent Service- Permanent Relief Practitioner

Directorate: Children, Young People and Education

Unit/Section: Adolescent Services: Youth Justice, Social Work and Early Help

Grade: KR6

Responsible to: Team Manager/Unit Lead or Senior Practitioner

Purpose of the Job:

Work as part of an integrated service to undertake direct work with young people, providing practical assistance, advice and support. The role will supplement the work of case holding practitioners in our Youth Justice, Social work and Adolescent Early Help Units, providing intensive support to prevent or respond to crises, increasing support capacity in the teams as needed, or to deliver group work.

For permanent relief workers on zero hours contracts, the anticipated availability of the post holder, and the extent of work available to them, should be clarified in the interview process, and kept under review in supervision.

Main duties and responsibilities:

- Under supervision, undertake direct work with young people which builds strengths and helps them develop a positive identity. This intervention may be in an office, the family home, or the community (including constructive leisure such as sports facilities).

The intervention could be part of:

- 1.1. maintaining their living arrangements (including within the family home, foster care, residential or semi-independent),
 - 1.2. addressing challenging behaviours and relationship difficulties which put these placements at risk
 - 1.3. a programme of Youth Justice supervision, including intensive supervision, to reduce the risk of re-offending
- Offer practical assistance to young people and their families, in accordance with organisational procedures, as agreed with, and under the guidance of the case holder (Youth Justice, Early Help or a Social Worker).
 - Develop risk assessments and associated reparation opportunities. Supervise the young people and provide evidence to evaluate the impact of the activity
 - Evaluate and record your work, and the impact of this, in a timely and accurate way, including inputting on the electronic case records system and liaising with the case holder
 - Adhere to safe practices for lone working, as directed by your manager
 - Keep accurate records of your expenses and submit timely claims in the agreed format
 - Promote equality and work in a way which recognises and encourages anti-discriminatory behaviour, respecting confidentiality of information, recognising young people's and their family's rights, choices and respecting personal beliefs.

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

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Person Specification: Adolescent Service- Permanent Relief 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	How tested
QUALIFICATIONS	<p>Good general education to GCSE level standard or equivalent.</p> <p>GCSE or equivalent in English Language.</p>	Application
EXPERIENCE	Working with adolescents who have faced adversity and exhibit challenging behaviours, in the public or voluntary sector, either in a community or residential setting.	Application and interview
SKILLS AND ABILITIES	<p>Excellent communication, listening and observational skills.</p> <p>An ability to engage and build a positive relationship with young people who can present with challenging behaviours.</p> <p>Professional curiosity and confidence to challenge narratives about young people.</p> <p>Ability to articulate analytical information clearly and accurately in writing.</p> <p>Able to handle confidential and sensitive information in a responsible and respectful manner.</p> <p>Basic ICT skills: ability to use outlook applications including email and, with training, to be able to use the electronic case recording system.</p> <p>Resourcefulness, responsiveness and able to organise yourself.</p> <p>Flexibility, willingness to travel to work with individual young people in their communities and willing to work at weekends and in the evenings.</p>	<p>Interview/ exercise</p> <p>References</p> <p>Interview/ exercise</p> <p>Exercise</p> <p>References, interview</p> <p>Application, Exercise</p> <p>References</p> <p>Interview</p>
KNOWLEDGE	<p>An awareness of social issues in relation to Youth Crime including why young people offend and the over representation of BAME in the youth justice system.</p> <p>Understanding of adolescent development and the problems faced by young people in society.</p>	<p>Interview</p> <p>Interview</p>

PERSONAL QUALITIES	<p>Able to demonstrate a sensitive, empathetic response to individuals and families in difficulties</p> <p>Able to consistently apply professional boundaries</p> <p>Resilience, self-care and self-awareness</p> <p>Reliability and persistence</p>	<p>Interview, references</p>
BEHAVIOURS AND KENT VALUES	<p>Kent Values:</p> <p>We are brave. We do the right thing, we accept and offer challenge.</p> <p>We are curious to innovate and improve.</p> <p>We are compassionate, understanding and respectful to all.</p> <p>We are strong together by sharing knowledge.</p> <p>We are all responsible for the difference we make.</p>	