

Directorate:	Children, Young People and Education
Unit/Section:	Integrated Childrens Service (Youth Justice)
Grade:	Advanced Level Apprenticeship
Responsible to:	Youth Justice Team Manager

Apprenticeship Training Details

Name of Apprenticeship Standard: Youth Support Worker

Level of Apprenticeship: Level 3

Length of Study: 18 months

Purpose of the Job:

As a member of the Kent Youth Justice Service, engage with children and young people at risk of involvement with and/or subject to supervision by Kent Youth Justice service, to increase their participation and engagement with our own and other services. Ensure the voice of service users is heard by the Senior Management Team so that appropriate responses to their feedback and ideas can be considered to improve service delivery.

Main duties and responsibilities:

- Be a good role model to children and young people at risk of involvement with and/or subject to supervision by Kent Youth Justice service, by showing a strong work ethic; being reliable; communicating well and demonstrating person centred approaches such as good listening and empathy
- Liaise with young people to identify and report back to the service, the barriers to their engagement and participation
- Motivate and inspire young people to achieve their potential by encouraging their attendance and inclusion in both 1:1 and group activities, services and initiatives
- Support the development and the delivery of reparation projects through using initiative and liaising with partners and external agencies
- Support young people to be involved in service design and development, including the recruitment of Youth Justice staff
- Provide support to children and young people, who are supervised by the service, on an individual or group basis, to develop their confidence to express their own views.
- Assist children and young people through the Court process by providing services such as 'meet & greet' and discussing the expectations at Court
- Prepare presentations, flyers and resources to support service delivery
- Work towards the apprenticeship qualification to be successfully complete within appropriate timescales. This involves completing the Youth Support worker qualification which will entail self-study, completion of assignments and the need to be pro-active in ensuring the required elements of the qualification are achieved. The qualification also requires excellent time management skills.

This role will equip an apprentice with relevant skills and experience to work in Youth Justice but there is no guarantee of a post in the service upon completion of the apprenticeship.

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.

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
SKILLS AND ABILITIES	<ul style="list-style-type: none"> • An interest in working with children and young people, and in achieving positive outcomes for them • Ability to build rapport and relationships with children and young people • Ability to work well as part of a team and on initiative • Good communication and interpersonal skills • Ability to liaise effectively and build good working relationships with professionals. • Ability to work alongside a wide range of people, being positive about the strengths of others and the differences they bring • Good written and verbal communication skills • Good time keeping skills • Ability to work flexible hours which will, at times, include evenings and occasional weekends. • Ability to travel across a wide geographical area in a timely and flexible manner at various times of the day • A willingness to learn and improve skills and practice
KNOWLEDGE	<ul style="list-style-type: none"> • Awareness of the importance of confidentiality and data security • Understanding how to use IT applications
KENT VALUES & CULTURE	<p>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 emergency response to Covid-19.</p> <p>Our new values 2020</p> <p>Everything we do should be guided by our values. They set out who we are as people, what we stand for and how we act.</p> <p>We've revised our values to reflect what we've heard from you directly, and what we've seen clearly during the Covid-19 emergency response. These are the values that we demonstrate ourselves, see around us and collectively and individually strive for:</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.

	<ul style="list-style-type: none"> • We are strong together by sharing knowledge. • We are all responsible for the difference we make. <p>Our cultural attributes</p> <p>What does it feel like to work here and what culture do we need around us 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 – they do not describe our current culture and we will need to be intentional about how we develop our culture over time:</p> <ul style="list-style-type: none"> • 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.
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