

# Job description

**Job title:** Youth Practitioner (Level - Entry)

**Grade:** Dorset Grade 7

**Job evaluation reference:** ES662

**Job family:** Health and Social Care

## Purpose and impact

To work within the Harbour CWAD service for children who are disabled, including residential settings, to provide intensive short- term interventions for children and young people to prevent entry into care, provide long term care where appropriate, prevent placement breakdown, or facilitate placement step downs.

The core purpose of this job is to provide proactive support and interventions to families, children and young people so that they can achieve the best possible outcomes in life. The post holder will be responsible for the direct day-to-day care of children and young people within a residential home accompanied by other support tasks and duties. The post holder will also provide support to children and young people on the edge of care, accommodated in foster placements or still in family homes. The post holder will work in the community in addition to the residential homes and will play a supporting role to provide a range of interventions to prevent children entering care.

The post holder will work within a defined culture and intervention practice model and will adopt a solution focused and restorative approach.

## Key responsibilities

1. Be aspirational in supporting children and young people in all areas of their lives including physical/mental health, forming relationships, developing life skills, keeping safe, education/training/employment and accessing appropriate housing
2. Be sensitive to the needs of the individual children and young people regarding race, culture, language, religion, gender, sexuality, faith and culture-specific events
3. Develop effective working relationships with children and young people and maintain relationships throughout key transition points and post 18 if required
4. Share in the practical activities necessary to maintain a warm, welcoming and safe environment
5. Contribute to the assessment of risks and production of action plans in relation to challenging behaviours, safeguarding and general health and safety
6. Provide for children and young people's physical needs as necessary-for example by cooking, cleaning, washing, ironing, shopping, budgeting, making appointments-and equip them with the skills they will need to be able to carry out such tasks themselves
7. Deliver support to children and young people and families across all placements and services - i.e. activities, residentials, edge of care, accommodation placements, bespoke arrangements and after care services/placements



8. Adopt a positive and strength based approach to working with children and young people and families in order to help them rebuild relationships, increase their achievements, reduce their risks and build on their strengths
9. Promote and participate in Community Meetings
10. Produce accurate, informative and timely written and IT-based records
11. Participate in professional supervision and appraisals.
12. Attend case progress meetings, statutory reviews and all other meetings as required and contribute to the formation and implementation of care plans and action plans that meet individual need
13. Support the process of transition in a timely way by helping young people achieve and promoting their attainment of life skills
14. Provide support to children and young people to return to their families, where appropriate
15. Develop and utilise effective communication skills
16. Develop and maintain effective working relationships with colleagues, managers, and other professionals in a team around a child.
17. Give children and young people the opportunity to participate in decisions affecting them, as appropriate to their age and ability, and take their wishes and feelings into account
18. To foster an ethos of inclusiveness and desire to work in partnership with parents/carers when planning packages of support and intervention.
19. To deliver a flexible, responsive out of hours service of planned work to meet the needs of families
20. To follow Child Protection procedures, in consultation with managers and to liaise with other agencies as appropriate.
21. To participate in training and development as required
22. To undertake sleeping- in duties

NB: The duties and responsibilities of this post are not restrictive, and the post holder may be required on occasion to undertake other duties. This will not substantially change the nature of the post.

### **Supervision and management**

Reporting to: Registered Manager/Deputy Manager (Youth Practitioner L3)

### **Other factors**

The working pattern will be flexible and will reflect the needs of the cohort of children and young people that the service is working with at any particular time. Weekend, evening, bank holidays and night work will be required on a rota basis. Sleep-in duties will be required for which an allowance is payable.

### **Our values**

Our values act as guiding principles, defining what we believe is important in the ways we work together. Our values are Respect, Together, Accountability, Openness and Curiosity. You will need to be able to demonstrate these values in action through the way you work, regardless of your role within the organisation. Information about our values can be found on our website.



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# Person specification

Your application will be assessed based on your demonstration of how you fulfil the following criteria; you should include clear examples of how you meet these criteria within your application form and during the assessment process.

## Essential

Essential criteria are the minimum requirement for the above post and will be assessed through a combination of your application form, assessment, interview and references (as specified below). We will require evidence of the qualifications, training or registrations listed below.

<b>Qualifications, training or registrations</b> Required by law or essential to the performance of the role or both	<b>Assessed through:</b>
1. Hold or have commitment to gain QCF Level 3 Diploma Health and Social Care or equivalent	Application form
<b>Experience</b>	
2. Experience of working or volunteering with young people	Application form
<b>Knowledge, skills and abilities</b>	
3. Good communication, interpersonal and advocacy skills	Interview Assessment
4. Skilled in forming and maintaining relationships with young people	Interview Assessment
5. Team Working Skills	Interview Assessment
6. IT skills to effectively use systems for practice	Interview Assessment
7. Willingness to undertake on-going training	Interview Assessment
8. Role model for children and young people	Interview Assessment
<b>Our values</b>	
9. Respect	Interview Assessment
10. Together	Interview Assessment
11. Accountability	Interview Assessment
12. Openness	Interview Assessment
13. Curiosity	Interview Assessment
<b>Other</b>	
14. Ability to meet travel requirements of the post	Application form

## Desirable

Desirable criteria will be used in the event of multiple applicants meeting the minimum essential requirements and if applicable, will be assessed through a combination of your application form, assessment, interview and references (as specified below). If you meet the



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desirable criteria, we will require evidence of the qualifications, training or registrations listed below.

<b>Qualifications, training or registrations</b>	<b>Assessed through:</b>
15. NVQ 3/QCF Level 3 in Caring for children and young people	Application form
16. Team Teach de-escalation restraint training	Application form
17. First Aid qualification	Application form
18. Effective recording/report writing skills	Application form
19. Numeracy and literacy skills	Application form
<b>Experience</b>	
20. Experience of working with children in a residential setting	Application form
21. Knowledge of the Directorate's policies and procedures	Application form
22. Experience of children and young people with Adverse Childhood Experiences	Application form
23. Awareness of issues around disability	Application form
24. Working flexibly across a range of settings	Application form
25. Experience of direct work with families	Application form
<b>Knowledge, skills and abilities</b>	
26. Knowledge of the Children's Homes Regulations	Interview Assessment
27. An understanding of key childcare legislation, regulations, guidance and assessment frameworks	Interview Assessment
28. Knowledge of the effect of ACE on development	Interview Assessment
29. Analytical skills, data collection and benchmarking	Interview Assessment
30. Problem solving skills and the ability to find innovative solutions	Interview Assessment
31. Interagency collaboration skills	Interview Assessment

## Approval

Manager's job title:

Date: March 2025

