

North Somerset Council

Preventative Caseworker (SAS) Job Description

Department Children's Services	Division Youth Justice and Prevention Service – Substance Advice Service.	
Job Title Drugs Worker	Post No. SCHA0811	Grade Level 7

1. Job Purpose

- Working with children referred into YJPS and their families/carers where appropriate, with vulnerabilities due to their own or familial substance misuse.
- Completing assessments to identify need and vulnerabilities and intervention/care plans.
- Providing interventions in groups and 1:1 and onward referral where required. To enhance identity development of children and their families to support positive outcomes for children.
- Working within a wider multi-disciplinary team with the YJPS, in partnership with other children's services including education, social care and health partners.
- Integrate the practice model of child first to support children to develop a pro social identity.

2. Dimensions

Providing services to children and young people, families/ carers allocated by YJPS Managers.

Delivery of CPD Drugs training for professionals/schools.

3. Principal Accountabilities

Managing your own caseload of children and young people referred into YJPS.

Responding to safeguarding concerns in line with North Somerset Council Protocol.

Working as part of team; in delivery, cover, supporting students and peers.

Inputting and maintaining electronic client records on local and national databases

Actively contributing to the work of the YJPS in planning, delivering and evaluating individual and groupwork interventions.

Undertake YJPS Assessments with children to inform interventions and referral where appropriate.

Providing advice and guidance to children and families on healthy lifestyles including sexual health, smoking cessation, vaping and substance misuse with young people.

Developing relationships and links with key partners across health, education, public health, adult services (in transition) and the voluntary sector.

Develop the principles of restorative justice and practice and family mediation with children and families/carers and professionals working with them.

Prepare written reports for colleagues, Court and panels e.g. in relation to substance misuse programmes of intervention with specific young people.

Delivery of services drawn from national and local protocol including YJ National Standards, clinical guidelines, North Somerset Youth Justice Plan and North Somerset SAS Needs Assessment and Treatment Plan.

Working with the principles of a child first approach, recognising the needs of the children we are working with and putting children at the heart of provision, working with children to support opportunities for engagement in pro social activities

Keeping abreast of national legislation and local developments relevant to youth justice, substance misuse, preventative services and restorative justice work.

Working across YJPS teams where the need is identified.

Carry out any other duties which are commensurate with the grade of the post.

4. Supervision and work planning

The post holder will keep their Line Manager or nominated deputy briefed who will in turn provide regular supervision and support.

The post holder will support and liaise with other YJPS staff.

5. Qualifications and Experience

Qualifications

E Professional qualification working with young people (for example probation, social work, youth and community work, health, teaching) to degree level or equivalent.

Work Related Experience and Associated Vocational Training

E Experience of directly working with young people with substance misuse issues.

E ICT competencies including MS Office, Outlook and working remotely.

E Understanding of safeguarding children protocols

E Ability to work to promote partnership working

Specialised Knowledge

E Knowledge of the Crime and Disorder Act and Children's Act.

D Knowledge of the youth justice system and work.

E Knowledge of the causes of youth crime and effective ways of working with children to promote pro social identity.

Job Related Skills

E Understanding of the application of Equality and Diversity Legislation

E Commitment in practice to the application of equality and diversity considerations.

Personal Skills

E Team work skills.

E Good organisation skills with ability to prioritise work and respond flexibly to demands and time constraints.

E Ability to develop, implement and evaluate a range of effective interventions in work with children and their families/carers

E Excellent verbal and written communication skills.

Special Working Conditions

E Able to work flexible hours including occasional evening work and weekend work in planned circumstances.

E Hold a full driving licence.

Other

This post is exempt under the provisions of the Rehabilitation of Offenders Act (Exceptions) Order 1975 and is subject to an enhanced Disclosure and Barring Service check.

External candidates subject to a satisfactory report from the Occupational Health.

6. Job Context

The post holder will need to be self-motivated, able to function independently on a day-to-day basis and make appropriate decisions.

The post demands a capacity to work collaboratively with a multi-disciplinary YJPS Team and to liaise and establish/maintain effective working relationships with a range of agencies.

The post holder will need skills in balancing the demands of children and young people, carers, victims and the agenda of various agencies.

Monitoring performance and working to objectives will be key aspects of this post.

7. Scope for Impact

The work of YJPS has direct impact on the prevention of youth crime and promotion of community safety and addresses the concerns of the victims of youth crime. This work involves working with children and young people and their families and carers, victims and volunteers and ensuring the contribution of partner agencies.

The post holder will work with their manager and the wider team(s) to maintain current operations and develop new initiatives such as preventative work with children and young people at risk of offending.

8. Contacts

Extensive contact with statutory and independent sector organisations in promoting crime prevention enhancing the life opportunities of young people and their families and addressing the needs/issues of victims. See Section 3 for further details.

9. General

The job only contains the main duties relating to this post and does not describe in detail the tasks required to carry them out.

The post holder will be required to participate in staff training and development programmes.

Post holder must maintain confidentiality and should be aware that, given the nature of the services provided by the YOT and wider Children's Services, they may on occasion be exposed to information that they may find distressing.

Agreed by

Postholder (if in post):	Title:	Date
SAS Manager		Date:
Director/Asst. Director:	Title: Asst. Director	Date:

For HR Use Only:		
Issued by:	Date Approved:	Date Effective:

**North Somerset Council
Person Specification**

Directorate Children's Services	Section Youth Offending Service	
Job Title Drugs Worker	Post Number	Grade Level 7

Assessment Criteria	Essential	Desirable
Qualifications	Professional qualification working with young people (e.g in teaching, probation, social work, youth and community work, health) to a degree level or equivalent.	
Work related experience/training	<p>Experience of directly working with-children and young people with substance misuse concerns</p> <p>ICT Competencies including MS Office, Outlook and working remotely.</p> <p>Understanding of health and safety considerations.</p> <p>Ability to work to promote partnership working with a range of agencies.</p>	
Other relevant experience		
Specialist knowledge	<p>Knowledge of the causes of youth crime and effective ways of working with children to promote pro social identity.</p> <p>Knowledge of the Crime and Disorder Act, and Children's Act.</p>	
Job related skills	Understanding of the application of Equality and Diversity Legislation	
Personal skills	Demonstrate an ability to form and maintain positive working relationships as part of a team.	

	<p>Good organisation skills with ability to prioritise work and respond flexibly to demands and time constraints.</p> <p>Ability to develop, implement and evaluate a range of effective interventions in work with children and young people and their families/carers.</p> <p>Excellent verbal and written communication skills.</p>	
Special Working Conditions	<p>Able to work flexible hours including occasional evening work; and weekend work in exceptional or planned circumstances.</p> <p>Holding a full driving licence.</p>	
Other	<p>External candidates to be subject to a satisfactory report from the Occupational Health Physician.</p> <p>This post is exempt under the provisions of the Rehabilitation of Offenders Act (Exceptions) Order 1975 and is subject to an enhanced Disclosure and Barring Service check.</p>	