|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| |  | | --- | |  | | **Youth Justice Officer**  Thank you for your interest in applying for the above post. Please find attached the Job Description and Person Specification for the role. | | **Working for Stockport Council** | | **Macintosh SSD:Users:tony.collinge:Desktop:values_job_description:STAR_logo_and_values.jpg**  Stockport Council has 4 core values that run through everything we do and are known as the Stockport Way of doing things. As an organisation we stay true to them no matter what challenges we face. The values came from colleagues and were developed through workshops and consultation across the Council.  [This video,](https://play.buto.tv/3My87) produced 'in house' and featuring colleagues from across the Council, explains each value and shows how colleagues are living these values each day.  As a new colleague the Council will expect you to work in accordance with these values. We also have policies and procedures around health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council’s priorities which we expect you to adhere to. These will be explained in detail to you as part of your induction process.  You can find out more about working for Stockport Council, and some of the benefits we offer employees, online at <https://greater.jobs/locations/stockport/>  H:\Directorate Services Team\Recruitment (Annalie Burns' Team)\Recruitment\OTHER\Diversity and Inclusion\DISABILITY CONFIDENT\employer_small.png |   green band epsStockport Council  **Job Description** | |
| Post Title: Youth Justice Officer  **Service Area: Stockport Family – YOS (Youth Justice and Targeted Youth Support Service)**  **Directorate: Children Services** | Salary Grade:  SO1 |
| **Post Reports to:**  **Post Responsible for:** | |
| **Main Purpose of the Job:**  To work as part of a multi-agency team providing a restorative approach through Stockport Family. This will be achieved by work delivered through the Youth Justice Service, whose principal aim is to prevent offending and reduce re-offending, and through Targeted Youth Support whose principal aim is to support *vulnerable* children and young people at the earliest opportunity to divert them from risky behaviours and negative influences. This will be achieved by contributing to the following objectives:   * Reducing first time entrants to the criminal justice system. * Reducing re-offending and reoffending. * Reducing the use of custody. * Reduce anti-social behaviour and its impact on communities. * Encouraging reparation to victims. * Reinforcing the responsibility of parents. * Supporting children and young people to tackle associated problems and develop a sense of personal responsibility. * Confronting children and young people with the consequences of their behaviour and intervening as appropriate. * Make recommendations for criminal sentencing or civil orders proportionate to the seriousness and persistence of the offending or behaviour. * Work with children and young people who are most at risk of entering the civil or criminal justice system by adopting a whole family approach through a restorative approach. * Intervene with children and young people most susceptible to negative influences through Targeted Youth Support. * Work with children and young people through active participation to ensure that the ‘voice of the child’ is heard and able to inform and shape service delivery. * Engage with and forge links with a range of communities, local groups and networks. * Working in an integrated and restorative way with colleagues in Stockport Family, the wider Council and GM Partnerships. | |
| **Summary of responsibilities and key areas:**   1. To work with members of the multi-agency YOS (Youth Justice & Targeted Youth Support Services) within ‘Stockport Family’ and other relevant partnership agencies and individuals to deliver the aims and objectives as set out within the statutory annual Youth Justice Plan. 2. To be prepared to work collaboratively across the Greater Manchester (GM) conurbation of 10 Local Authorities, to meet the requirements of the Youth Justice Transformation programmes, as determined by the Greater Manchester Combined Authority (GMCA) and the GM Mayor’s Office 3. Provide high quality effective engagement and services to children, young people and their families aimed at preventing and reducing offending and/or risky behaviours that may have a negative impact on their lives. This will include contact with children, young people and their families who are not subject to statutory orders. 4. To assess the need for statutory and early help services, including the identification of risk, the need for safeguarding children and young people, and to determine the method of intervention using tools such as AssetPlus and EHA (Early Help Assessement). 5. To maintain accurate and up-to-date case records of work undertaken with young people and their families via use of an electronic case management system, in line with confidentiality, and corporate data protection policies, so that accurate performance management information can be gathered. 6. To provide a court duty service in the Youth Court and to attend Criminal and Civil Courts as required. 7. To supervise or manage pre-sentence interventions including bail information, bail assessment and bail support for those clients denied bail as required. 8. To provide a duty system as required and contribute to a Court rota on Saturday’s and bank holidays, and also provide programmes out of hours, including weekends, as required. 9. To support, develop and manage young people subject to the Intensive Supervision and Surveillance (ISS) as a direct alternative to custody as required. 10. To supervise children and young people placed within the secure estate and aid their transition and restttlement. 11. To work with children and young people who have suffered Adverse Childhood Experiences (ACE) in their lives and understand the impact of trauma on their development. 12. To support children and young people who have experienced exploitation and understand the impact on their subsequent behaviour. 13. To prepare Pre-Sentence Court and other reports, as required, to national and other relevant standards. 14. To make clear and comprehensive assessments in relation to risk of harm to the public, risk of re-offending, risk of anti-social behaviour, safety and well-being, and of offence-related needs in order to allocate appropriate and targeted resources. 15. To develop and implement programmes based on principles of effective practice for all children and young people and their families in contact with the team. 16. To supervise and manage a generic caseload of children and young people on statutory orders, out of court disposals, voluntary programmes of support and targeted youth support. 17. To work with children, young people and their families who may not meet traditional thresholds for statutory or specialist services. 18. To provide consultation to partner agencies as required for the purposes of reducing Anti-Social Behaviour; these include Criminal Behaviour Orders and Civil Injunctions. 19. To contribute to flexible and collaborative multi-agency arrangements and service culture, ensuring continuity of priority services during staff absence and variable workload pressures. 20. To contribute to the monitoring, research and evaluation of services within the Youth Justice System in order to improve effectiveness. 21. To assess and attend appropriate safeguarding children training through the Local Children’s Safeguarding Partnership and to operate in line with local safeguarding proceedures. 22. To attend and engage with multi-agency meetings, including Team Around the Child Meetings and to take on the role of Lead Practitioner as appropriate to co-ordinate and implement a plan of intervention. 23. To attend regular supervision with the allocated line manager and contribute to an annual appraisal and attend all practice meetings as required. 24. To take part in duty rotas and back-up systems as required. This includes acting as an Appropriate Adult in PACE interviews (when required), attending Referral Order panels, delivering Triage and Targeted Youth Support. 25. To participate in relevant HMI inspections, reviews through the Youth Justice Board/Ministry of Justice and for the Local Authority and any other audits pertinent to the position. 26. To participate in relevant training, to provide assessments, reports and interventions, in relation to children and young people who display specific maladaptive or offending behaviours. 27. To have regard to the provision of the Health & Safety at Work Legislation when undertaking the duties of this post. 28. To undertake any other duties as may be appropriate to the level and nature of the post as determined by the Service Lead for Youth Justice & Targeted Youth Support Services. | |
|  | |
| **Additional responsibilities:**  To work positively and inclusively with colleagues and customers so that the Council provides a workplace and delivers services that do not discriminate against people on the ground of their age, sexuality, religion or belief, race, gender or disabilities.  To fulfill personal requirements, where appropriate, with regard to Council policies and procedures, standards of attendance, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council’s priorities.  To work flexibly in the interests of the service. This may include undertaking other duties provided that these are appropriate to the employee’s background, skills and abilities. Where this occurs there will be consultation with the employee and any necessary personal development will be taken into account. | |

****

Stockport Council

Competency Person Specification

The criteria listed below represent the most important skills, experience, technical expertise and qualifications needed for this job role.

Your application will be assessed against these criteria to determine whether or not you are shortlisted for interview.  Any interview questions, or additional assessments (tests, presentations etc) will be broadly based on the criteria below.

|  |  |
| --- | --- |
| **Competency** | **Essential or Desirable** |
| To work to the Council’s values and behaviours:   * To keep the people of **Stockport** at the heart of what we do * To succeed as a **team**, collaborating with colleagues and partners * To drive things forward with **ambition**, creativity and confidence * To value and **respect** our colleagues, partners and customers | Essential |
| Significant recent experience of working with children and young people. | Essential |
| Experience of undertaking formal assessments with children and young people in complex cases. | Essential |
| Broad experience of multi-agency and partnership working through a restorative approach | Essential |
| Experience of engaging children and young people displaying risky behaviours in a voluntary capacity. | Essential |
| Experience of working in court and preparing statutory reports. | Desirable |
| Experience of developing and delivering a range of interventions aimed at reducing offending risks, including through voluntary programmes. | Desirable |
| Knowledge of relevant criminal justice, civil and children’s legislation specifically in relation to children and young people | Essential |
| Knowledge of safeguarding procedures and the welfare of children and young people. | Essential |
| Ability to communicate effectively with partner agencies, community organisations, children, young people and their families. | Essential |
| Ability to utilise a range of IT systems to record interventions and provide performance data. | Essential |
| Experience of working with criminal justice agencies. | Essential |
| Understanding of risk and vulnerability factors related to offending. | Essential |
| A recognised professional qualification from one of the statutory agencies within multi-agency Youth Offending Services (eg: Social Worker, Probation Officer). | Desirable |
| Effective Youth Justice Practice Certificate (formerly PCEP) | Desirable |
| Relevant degree at undergraduate and/or post-graduate level. | Essential |
| TO BE INCLUDED WHEN THE ROLE IS COVERED BY THE FLUENCY DUTY (SEE GUIDANCE ON ENGLISH LANGUAGE REQUIREMENT ON CONNECT)  The ability to converse at ease with service users/customers and provide advice in accurate spoken English. | Essential |