

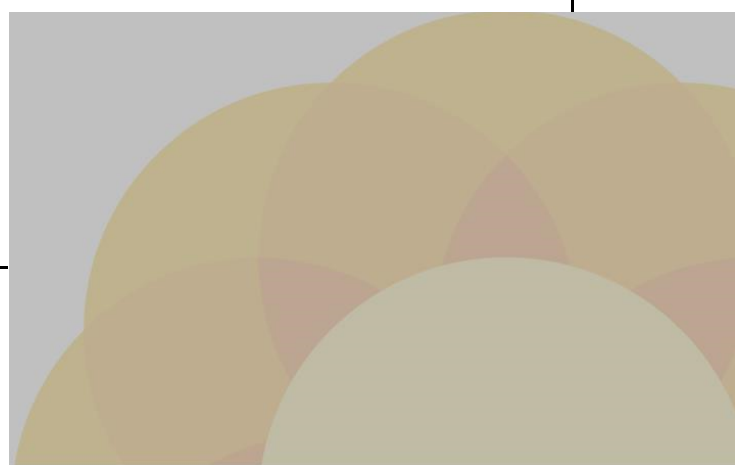


## Job Description

### Intervention Worker – Sessional

Job Details	
<b>Grade</b>	B
<b>Number of Posts</b>	4
<b>Department</b>	Youth Justice Service
<b>Reporting to</b>	Interventions and Participation Lead

Who Are We?
<p>Birmingham Children's Trust employs circa. 1,900 staff and has an operating budget of approx. £270m per annum.</p> <p>Local population: circa 1,100,000</p> <ul style="list-style-type: none"><li>• 32.4% of children are living in poverty (against an England average of 20%)</li><li>• Infant mortality is significantly higher than the average (in Birmingham it is 6.7 per 1,000 live births compared to the England average of 4.1 per 1,000)</li></ul> <p>Our Vision for Birmingham Children's Trust</p> <p>'Working Together to make Birmingham the greatest city to grow up in'</p> <p>The sole purpose of Birmingham Children's Trust is to make a positive difference for children, young people and families in the city, by driving up the quality of practice and partnerships across the city and its services.</p> <p>'We give our best, so young people achieve their best'</p> <p>Our Values:</p>





ONE **T**EAM

ACCOUNTABILITY AND **R**ESPONSIBILITY

**Q**UALITY AND INNOVATION

RELATION**S**HIPS

HIGH SUPPORT**T** HIGH CHALLENGE

Birmingham Children's Trust Leadership team comprises four Executive Directors; Chief Executive, Director of Practice, Director of Commissioning & Corporate Parenting and Director of Finance & Resources who are responsible for leading and managing the Trust to be an autonomous and high performing organisation, ensuring services are aligned to deliver the Trust's strategic objectives, business plan and for providing expert advice to the Board.

#### Key Responsibilities

##### Intervention Worker

- To deliver intervention programmes and positive activities for children open to Birmingham Youth Justice Service (YJS), either in a small group or on an individual basis
- Deliver high-quality interventions, using a trauma informed approach to support children open to Birmingham YJS to achieve an increase in self-esteem and confidence and to assist them to build aspirations and resilience
- In conjunction with other YJS staff members, to appropriately risk assess and manage any identified risks, vulnerabilities and needs of children
- To participate in the evaluation of intervention programmes to ensure they meet the needs of children of differing abilities, different cultural groups and ages and report any areas of concern including around training, programme facilitation and delivery
- To actively seek to hear the views of our children, through multiple methodologies, to ensure their voices contribute towards designing interventions, programmes and wider service delivery
- Contribute to the design of new interventions, evaluation tools, surveys, questionnaires and systems to manage outcomes and support children



- To support other YJS staff by undertaking identified pieces of work with children as directed by your line manager
- To be a positive mentor and role-model to children, and to support them to desist from further offending
- To accurately maintain information and records using management information systems in line with GDPR
- To effectively communicate with colleagues and partner agencies in a pro-social, solution-focused manner to ensure services are joined up, for individual and groups of children
- To be vigilant in safeguarding children, families and victims from harm and following required safeguarding procedures to ensure appropriate actions are taken
- To enhance own performance, working constructively with line manager via the annual appraisal and supervision process to identify personal strengths and agreeing actions in relation to developmental needs
- Contributing as part of the multi-agency team working around the child/family and attending relevant meetings for this purpose
- Contributing to team meetings that promote positive learning cultures and provide feedback mechanisms for service delivery/developments
- Responsibility for carrying out all the duties of the job in accordance with the Birmingham Children's Trust policies and procedures
- Undertaking such other duties as are within the scope of the job purpose, the title of the job and its grading

**Key Information**

Is a Safeguarding Check needed?

Dropdown Options:

Yes

Or

Children

Adults

Children



				<b>and Adults</b>
	Basic			
	Enhanced			X
Will this position have Line Manager Responsibility?	Dropdown Options: <input type="text" value="No"/> <input type="text"/>			

**Person Specification**

<b>Essential Criteria</b>
Method of Assessment (M.O.A): AF = Application Form; E = Work Based Exercise; I = Interview; P = Presentation; Q = Qualifications

CRITERIA	Method of Assessment (M.O.A)	ESSENTIAL
Qualifications	AF	Hold a qualification in Mentoring, Youth work, Education, Information, Advice and Guidance, Social work, Probation or Criminology - desirable not essential
Training	AF/I	Demonstrate commitment to participating in training
Experience	AF/I	Work experience within the Youth Justice or related field
Experience	AF/I	Knowledge of Criminal Justice legislation, evidence-based practice and effective methods of reducing offending behaviour within a child first framework
Skills	AF/I	Have excellent interpersonal, organisational, communication,



		presentation and information management skills
Skills	AF/I	Demonstrate ability to consult with service users, identify needs and evaluate outcomes
Skills	AF/I	Able to recognise and act to address discrimination and disproportionality in the workplace and youth justice system
Skills	AF/I	Be self-motivated and able to work under pressure on own initiative
Skills	AF/I	Ability to support the delivery of a range of interventions to children
Skills	AF/I	Demonstrate an understanding of and an ability to respond to any safeguarding concerns
Skills	AF/I	Demonstrate an understanding of how to manage risk with regards to intervention delivery, including group work
Skills	AF/I	Have ability to fulfil all spoken aspects of the role with confidence. Using the English Language as required by Part 7 of the Immigration Act 2016
Skills	AF/I	Hold satisfactory completion of a Disclosure and Barring Services/ISA check (to be initiated on offer of post)

**At Birmingham Children's Trust, we are dedicated to safeguarding and promoting the welfare of children and young people. We expect our staff to create an environment and culture that promotes equality, diversity, and inclusion and advocate for anti-discriminatory practices and behaviours.**

