



Job Description

Intervention and Participation Lead

Job Details	
Grade	5
Job Evaluation Number	A735
Number of Posts	1
Department	Youth Justice Service
Reporting to	Interventions Hub Team Manager

Who Are We?

We are Birmingham Children's Trust.

'Working Together to make Birmingham the greatest city to grow up in.'

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.

Every employee from Family Support and Social Workers to Finance and Legal, work together to make a positive difference to children, young people and families. We are one team, and each have an important role to play in achieving the Trust's objectives.

Birmingham Children's Trust Leadership team comprises of six Executive Directors who are responsible for leading and managing the Trust to be an autonomous and high performing organisation.

Our Vision:

Our vision is to build a Trust that provides excellent social work and family support for and with the city's most vulnerable children, young people and families.

We will do this:

- with compassion and with care.
- through positive relationships, building on strengths.
- in collaboration with children, young people, families and partners.
- by listening, involving and including.
- in ways that are efficient and deliver value for money.

Success will mean significant progress towards these outcomes:



- healthy, happy, resilient children living in families.
- families able to make positive changes.
- children able to attend, learn and achieve at school.
- young people ready for and contributing to adult life.
- children and young people safe from harm.

Our Values

ONE TEAM
ACCOUNTABILITY AND RESPONSIBILITY
QUALITY AND INNOVATION
RELATIONSHIPS
HIGH SUPPORT HIGH CHALLENGE

Portfolio Responsibilities

Supporting the day-to-day running and providing management oversight of the Youth Justice Service (YJS) Interventions Hub. Aiming to reduce offending and vulnerability of children and young people through positive interventions and activities.

Providing management oversight for the Joint Attendance Centre (JAC).

Leading on participation and engagement with children across the YJS.

Key Responsibilities

Contributing and developing the work of the Interventions Hub whilst providing leadership and management oversight.

Ensuring the provision of a range of interventions. Enabling children/young people who have engaged in offending behaviour to express their life experiences. Helping to increase confidence, self-esteem and levels of aspiration.

Providing supervision, advice, support and development opportunities to workers within the Interventions Hub and the JAC.

Networking with other agencies and organisations to source relevant resources and commission these for inclusion within the Interventions Hub and JAC.



Allocating referrals for intervention work and ensuring Intervention Delivery Workers are contributing to the delivery of the child's plan. With the overall aim of strengthening protective factors, increasing emotional resilience and therefore reducing the risk of further offending.
Ensuring Intervention Delivery Workers are engaging with participants in a sensitive manner. Pertaining to their level of understanding and possible past experiences, such as their own victimisation, loss or trauma.
Developing a process to assess and evaluate participants progress through skilled recording of intervention work undertaken.
Ensuring safeguarding procedures are followed. Overseeing risk assessments prior to the delivery of any group work within the Interventions Hub and JAC.
Assisting in the recruitment and training of staff as required.
Maintaining awareness of relevant national and local research and developments. Contributing proactively to the dissemination of information and best practice within the YJS.
Participating and contributing to the development of the team, participating in relevant training, both as a participant and contributor.
Taking all practical steps to ensure the health and safety of children, staff and the public are met within the local service.
Developing a strategy and taking the lead on participation and engagement with children across the YJS. Enabling the voices and views of children to be heard. Seeking to improve the way services are planned, accessed and delivered across all areas of Birmingham YJS.
Working closely with staff across the YJS, children and parent/carers. Establishing participatory mechanisms, in a manner that assists with the planning and delivery of transformation and improvement agendas. Helping to ensure children across the YJS have a voice and are able to influence decision makers and shape services.
Taking part in service design and engagement to promote and enable children and young people's engagement, participation and co-production.
Promoting an inclusive approach. Ensuring that our participation offer engages children and young people from a range of backgrounds, and range of experiences and needs.
Promoting work with children from vulnerable groups showing sensitivity and ensuring safety and well-being for all.
Supporting the planning and delivery of participatory events and activities alongside children and staff.
Ensuring all job duties are performed in alignment with 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 Safeguarding Check needed?	DBS Enhanced Children
Will this position have Line Management Responsibility?	Yes
Post Title	Number of Posts
JAC Coordinator	1
Intervention Worker	Up to 6

Person Specification

Essential Criteria

Method of Assessment (M.O.A): Application Form; Work Based Exercise; Interview; Qualifications; Presentation		
Experience	AF/I	Demonstrate substantial work experience within the Youth Justice field.
Experience	AF/I	Demonstrate substantial experience of supervising staff in a professional capacity.
Skills	AF/I	Demonstrate ability to implement policies and procedures and ensure the team adhere to these.
Skills	AF/I	Demonstrate an understanding of and an ability to respond to any safeguarding concerns.
Skills	AF/I	Demonstrate ability to ensure equality of opportunity in the provision of services.
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	Promote, implement and support effective participation strategies across the YJS.
Skills	AF/I	Demonstrate ability to form close working partnerships with a variety of different agencies. Evidence of building and facilitating effective partnership work.
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	Demonstrate ability to support the delivery of a range of bespoke interventions to children. Based on own knowledge and experience.
Skills	AF/I	Able to recognise and act to address discrimination in the workplace and in the youth justice system.
Skills	AF/I	Demonstrate an understanding of how to manage risk in regard to intervention delivery, including group work.
Skills	AF/I	Have the ability to supervise staff, manage performance and encourage quality in youth justice services.
Skills	AF/I	Demonstrate ability to assess and prioritise the day-to-day tasks required, ensuring the team operates efficiently and effectively.
Other	AF/I	Hold satisfactory completion of a Disclosure and Barring Services/ISA check (to be initiated on offer of post).
Knowledge	AF/I	Demonstrate knowledge of Criminal Justice legislation. Evidencing based practice and effective methods of reducing offending behaviour within a child first framework.
Training	AF/I	Be effectively involved in the training of staff and volunteers within the YJS.
Training	AF/I	Demonstrate commitment to participating in and



		contributing to training.
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All staff at BCC understand that employment on this job description is in line with the current BCC Workforce Contract

From time to time you may be required to undertake other or additional duties as we may reasonably require

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.