



Job Description

Intervention Worker

Job Details	
Grade	B
Department	Youth Justice Service
Reporting to	Interventions and Participation Lead

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

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. Responsible for leading and managing the Trust to be high performing organisation.

Key Responsibilities

Delivering intervention programmes and positive activities for children open to Birmingham Youth Justice Service (YJS). Either in a small group or on an individual basis.

Ensuring services are aligned to deliver the Trust's strategic objectives and business plan. To provide expert advice to the Board.

Delivering 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

Confectioning with other YJS staff members, to appropriately risk assess and manage any identified risks, vulnerabilities and needs of children.

Participating in the evaluation of intervention programmes. To ensure they meet the needs of children of differing abilities, different cultural groups and ages. Report any areas of concern including around



training, programme facilitation and delivery
Seeing to actively hear the views of our children, through multiple methodologies. To ensure their voices contribute towards designing interventions, programmes and wider service delivery.
Contributing to the design of new interventions, evaluation tools, surveys, questionnaires and systems to manage outcomes and support children.
Supporting other YJS staff by undertaking identified pieces of work with children as directed by your line manager.
Being a positive mentor and role-model to children, and to support them to desist from further offending.
Maintaining accurately information and records using management information systems in line with GDPR.
Communicating effectively with colleagues and partner agencies in a pro-social, solution-focused manner. To ensure services are joined up, for individual and groups of children.
Being vigilant in safeguarding children, families and victims from harm and following required safeguarding procedures to ensure appropriate actions are taken.
Enhancing own performance and 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.
Having responsibility for carrying out all the duties of the job in accordance with the Birmingham Children's Trust policies and procedures.

Key Information	
Is Safeguarding Check needed?	DBS Enhanced Adults and Children
Will this position have Line Management Responsibility?	No

Person Specification



Essential Criteria		
Method of Assessment (M.O.A): Application Form; Work Based Exercise; Interview; Qualifications; Presentation		
Experience	AF/I	Work experience within the Youth Justice or related field
Skills	AF/I	Demonstrate ability to consult with service users, identify needs and evaluate outcomes.
Skills	AF/I	Have excellent interpersonal, organisational, communication, presentation and information management skills.
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	Able 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 regarding 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.
Other	AF/I	Hold satisfactory completion of a Disclosure and Barring Services/ISA check (to be initiated on offer of post).
Knowledge	AF/I	Have knowledge of Criminal Justice legislation. Evidence-based practice and effective methods of reducing offending behaviour within a child first framework.
Training	AF/I	Demonstrate commitment to participating in training.

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.