



Job Description

ETE Intervention Worker

Job Details	
Grade	3
Job Evaluation Number	A741
Number of Posts	4
Department	Youth Justice Service
Reporting to	ETE Senior Intervention Worker

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

Deliver a high-quality support service using a trauma informed approach. Supporting children open to Birmingham Youth Justice Service

Key Responsibilities

Working with children to successfully “engage” and “sustain” them in Education, Training and Employment. The caseload size will vary depending on the intensity of support needed, and the demand from the Youth Justice Service.

Achieving increased access for children to engage in suitable Education, Training and Employment. Reducing risk of exclusion and improving their confidence in numeracy and literacy. Improving academic and vocational achievements Increasing self-esteem and confidence. Building aspirations and resilience. Engaging in ETE to positively impact on resistance from offending Improve life chances.

Offering intensive and bespoke support to ensure that any issues or barriers a child may face can be overcome. The role will need to establish a positive supportive relationship with the child. Developing a range of techniques and strategies to enable re-engagement with Education, training or employment.

Delivering support through a combination of one-to-one support, designing and delivering personal development opportunities, and potentially delivering interventions in small groups.



Undertaking effective assessments and co-designing action plans with the child to plan and measure progress and reflect on achievements.
Planning and delivering a range of in-house interventions tailored to need and strengths. Motivating, raising aspirations, and building confidence, potentially creating opportunities for children to begin to work in small groups. Through this process the aim will be to build the child's resilience to succeed when returning to school/ETE.
Supporting children to access other appropriate developmental opportunities offered by BYJS. These interventions include: Personal development opportunities through Music, drama, and sport etc; Enhanced curriculum opportunities with local training providers ie. vocational learning, Entrepreneurial courses etc.; Post 16 Preparation for Apprenticeships initiatives; Work experience/Work Tasters.
Supporting children to find a school/Post 16 ETE placement through working in partnership. This will be with Education Services such as SENAR (SEND Assessment and Review Service), the Fair Access team, and advocating with employers.
Supporting children to visit and make informed choices about the variety of Education provision that is available. Where the child's self-determination is doubtful, exploring ways of supporting until the child develops the self-motivation to engage will be essential.
Offering interventions within the school environment ie. during the break times. The worker may feel it beneficial to offer this whilst they are settling into a new placement, or if they are struggling. This offer can provide an opportunity for reward and encouragement and support during these downtimes when issues can arise.
Enhancing support and engagement by having a thematic intervention specialism. These specialisms will address core barriers to school engagement. Along with the role holder skills sets, experience and expertise, enhance the offer and improve outcomes.
Fostering positive supportive links and open lines of communication with Schools and Education Providers. Ensuring they are well supported in working with BYJS children.
Working closely and in partnership with the YJS Worker. Regular feedback should be provided and records detailing any work completed should be entered on the YJS case management system. This should include a record of all contact with children and the education focused assessment, and associated action plans.
Contributing as part of the multi-agency team working around the child/family and attending relevant meetings for this purpose.
Feeding into associated education documents and plans required by education partners, i.e. EHCPs (Education Health Care Plans) and PEPs (Personal Education Plans).
Ensuring the accurate recording on the YJS case management system of all Education Placements for those in their Service Area.
Contributing to team meetings that promote learning cultures, cascade ETE information, and provide



feedback mechanisms for service delivery/developments.
Fostering appropriate networks, partnerships and professional relationships to support the continued development of ETE services within BYJS.
Attending relevant conferences, seminars and network events.
Having 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 grading.

Key Information	
Is Safeguarding Check needed?	DBS Enhanced 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		
Qualifications	AF	Have a qualification or experience in Mentoring, Youth work, Education, Information, Advice and Guidance, Social work, Probation or Criminology
Experience	AF/I	Demonstrate experience of supporting children into ETE opportunities.
Experience	AF/I	Demonstrate experience of working in a setting relevant to youth justice or children and families.
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	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	Have ability to deliver a range of bespoke interventions to children, based on own knowledge and experience. Promote, implement and support effective participation strategies.
Skills	AF/I	Demonstrate ability to use word processing and spreadsheet software programmes. Including Word and Excel to an appropriate standard.
Skills	AF/I	Have flexibility to operate city-wide in response to the demands upon the Service.
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 current guidance and legislation relating to the work of the Youth Justice Service.
Knowledge	AF/I	Demonstrate an understanding of and ability to respond to any safeguarding concerns.
Training	AF/I	Be effectively involved in the training of staff and volunteers within the YJS regarding ETE.
Training	AF/I	Demonstrate commitment to participating in and contributing to training.

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



BIRMINGHAM
CHILDREN'S TRUST

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.