



## Job Description

### Youth Justice Worker

Job Details	
<b>Grade</b>	4
<b>Job Evaluation Number</b>	CT0179XV
<b>Number of Posts</b>	2
<b>Department</b>	Birmingham Youth Justice Service
<b>Reporting to</b>	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 Trusts 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

**Key Responsibilities**

To deliver a service that meets the individual needs of our children and young people, their families and caregivers to reduce offending and prevent reoffending.

To work across the Youth Justice Service, wider Birmingham Childrens Trust and the city of Birmingham to ensure our children have access to the most appropriate and effective interventions to help them build a pro-social identity and future and recover from any trauma they have experienced.

- To contribute and participate in the work of the Youth Offending Service.
- To plan and implement diversion from court programmes where appropriate, including work emanating from referral orders, referral order panels and community-based actions.
- To effectively manage and monitor young people going through the court process and referral order panels.
- Compile and present Pre-Sentence Reports and other reports in accordance with National Standards including reports for referral order panels.
- Effective liaison with other workers and agencies as required.
- To work in co-operation with other agencies and partners and key stakeholders in the local community.
- To ensure that effective consultation with young people, families and the local community is at the core of any work undertaken on behalf of the Youth Offending Service.
- To contribute to the remand and provision of Bail Support Services.



<ul style="list-style-type: none"><li>• To participate in the provision and use of information in relation to identifying the needs of young people and families and the local community and in measuring effective outcomes in the work and service delivered. To contribute to the delivery of the Youth Justice Plan and performance measures within.</li></ul>
<ul style="list-style-type: none"><li>• To contribute to the efficient and effective use of resources (including personal use of time) within the Youth Offending Service, according to Best Value principles.</li></ul>
<ul style="list-style-type: none"><li>• To ensure that effective communication takes place across the full range of Youth Offending Services provided.</li></ul>
<ul style="list-style-type: none"><li>• To ensure that work with young offenders has at its' core a 'restorative' approach that addresses the needs of victims of crime, through the provision of a rehabilitation programme to change young people's behaviour.</li></ul>
<ul style="list-style-type: none"><li>• To contribute to the effective use of quality assurance processes in the work of the Youth Offending Service.</li></ul>
<ul style="list-style-type: none"><li>• To contribute to the provision of imaginative and creative intervention programmes for young people serving sentences in the community.</li></ul>
<ul style="list-style-type: none"><li>• To assist in identifying resources for the implementation of community sentences.</li></ul>
<ul style="list-style-type: none"><li>• To act as Case Managers for court orders where appropriate.</li></ul>
<ul style="list-style-type: none"><li>• The provision of supervision, where appropriate, for young people placed on Youth Rehabilitation Orders in Criminal Proceedings in line with National Standards.</li></ul>
<ul style="list-style-type: none"><li>• To manage and supervise through care and licence supervision for young people in and discharged from custody.</li></ul>
<ul style="list-style-type: none"><li>• To contribute and participate in good practice methods that directly addresses the provision of anti-oppressive services to young people and their families.</li></ul>
<ul style="list-style-type: none"><li>• Be aware and take account of new legislation and concepts in Youth Justice and related areas of concern.</li></ul>
<ul style="list-style-type: none"><li>• Participation in staff training, personal development and supervision processes organised internally and externally</li></ul>
<ul style="list-style-type: none"><li>• All matters related to the efficient administration of the Youth Justice process.</li></ul>
<ul style="list-style-type: none"><li>• Any other duties commensurate with the grade and purpose of the job deemed necessary by the Youth Offending Service Team Manager.</li></ul>

<b>Key Information</b>	
Is a Safeguarding Check needed?	Dropdown Options:





	<b>Not Required</b>		
	Or		
		<b>Children</b>	<b>Adults</b>
Basic			
Enhanced	x		

  

Will this position have Line Manager Responsibility?	Dropdown Options:
	Yes
	No x

**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		
<b>CRITERIA</b>	<b>Method of Assessment (M.O.A)</b>	<b>ESSENTIAL</b>
Qualifications	AF	Degree level or equivalent: Psychology Youth and community justice Social work Criminal justice Education
Training	AF/I	Commitment to undertake training in relation to personal and professional development
Experience	AF/I	At least 2 years' experience of direct work with children and families in a youth justice (within the last 5 years)
Experience	AF/I	Experience of working with young people who are vulnerable or disaffected
Experience	AF/I	Working knowledge and understanding of the application of Criminal Justice and other key legislation



Experience	AF/I	Special knowledge of the factors that can pre-dispose young people to offend
Experience	AF/I	Can demonstrate the ability to use initiative and to make decisions in circumstances of stress or conflict and to seek advice as appropriate.
Skills	AF/I	Ability to manage Statutory Court Orders.
Skills	AF/I	Ability to write Pre-Sentence Reports and other court reports to deadlines laid out in National Standards
Skills	AF/I/T	Can demonstrate ability to communicate in both written and verbal form in an effective and efficient way
Skills	AF/I/T	The ability to undertake risk assessment in respect of re-offending and serious harm to self and others and the development and application of appropriate Intervention Plans to manage the risk
Skills	AF	Ability to manage a caseload, sometimes with competing priorities
Skills	AF	Ability to maintain accurate computerised records
Skills	AF/I	Ability to work as a member of a multi-disciplinary team and to develop productive working relationships with agencies whose functions may be significantly different





Skills	AF/I	Ability to use Information and evaluation systems including use of information technology
Skills	AF/I	Able to understand the victims' perspective and apply this in direct work and project development to reduce offending.
Skills	AF/I	Ability to relate to a wide variety of young people from a diverse range of backgrounds including different ethnic and cultural backgrounds
Skills	AF/I	Ability to apply Evidence Based Practice in working with young people and their families
Skills	AF/I	An ability to fulfil all spoken aspects of the role with confidence using the English Language as required

**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.**

