

Role Profile

Part A - Grade & Structure Information

Job Family Code	7PCS	Role Title	Youth Justice Practitioner
Grade	PS7	Reports to (role title)	Team Manager Youth Justice Service
		Directorate / School	Children, Families and Lifelong Learning
JE Band	228-268	Service / Department	Adolescent Service Hub 1, 2,3
		Date Role Profile was created	06/02/2024

Part B - Job Family Description

The below profile describes the general nature of work performed at this level as set out in the job family. It is not intended to be a detailed list of all duties and responsibilities which may be required. The role will be further defined by annual objectives, which will be developed with the role holder. The Council reserves the right to review and amend the job families on a regular basis.

Role Purpose including key outputs	<p>The role of the Youth Justice Practitioner is to manage a case load and support the wider staff/service to reduce the risk of recidivism via a Child First, trauma informed approach, steering children away from the criminal justice system. You will support children to achieve their potential, develop resilience and promote positive change, reducing the likelihood of those children coming to harm using a range of evidence based approaches.</p> <p>The role includes individual and in some instances group work interventions. A key aim of the Youth Justice Service is to recognise and address factors contributing to disproportionality, with certain groups of children being over-represented within the criminal justice system. You will also work closely with partners to understand and address contextual safeguarding concerns and contribute to tackling serious youth violence across the county.</p> <p>The Youth Justice Practitioner will ensure that all work maintains compliance of all youth justice work in accordance with YJB national standards, related guidance, and associated strategies.</p>
Work Context	<p>Surrey's 'Children, Families and Learning's' overarching vision is 'to support families and enable children and young people to be and feel safe, healthy and make good choices about their wellbeing. We aim to ensure that Surrey's children and families have access to a range of services that tackle inequalities, support independence and enhance lives. This shared ethos and approach has contributed to a strong partnership model across the local authority and created a foundation from which Surrey Youth Justice Service (YJS) has been able to develop systems of support to enhance the good practice already in place.</p> <p>Surrey Youth Justice Service (YJS) is a high performing multi-agency partnership which provides services before and after court to meet the statutory requirements of the youth justice system. The YJS sits in the Safeguarding adolescents portfolio and is committed to integrated working to achieve it's primary aim of preventing offending and reduce reoffending by children. The service works in partnership with a variety of agencies to ensure children are offered appropriate intervention to address identified risks, meet their needs and build on their strengths. Further, the service seeks to repair the harm caused to victims and communities by addressing the root causes of offending and reoffending by children.</p>
Line management responsibility if applicable	N/A
Budget responsibility if applicable	N/A

Representative Accountabilities Typical accountabilities in roles at this level in this job family	<p>Risk Management</p> <ul style="list-style-type: none"> • Contribute to risk awareness in carrying out duties and raise issues where appropriate. • Assess and manage risk associated with assigned cases/service delivery to ensure safeguarding of service users. <p>Case Management</p> <ul style="list-style-type: none"> • Monitor, manage and deliver care plans in specified service area. • Undertake case related reports and maintain records in accordance with procedural and legislative requirements. <p>Planning & Organising</p> <ul style="list-style-type: none"> • Initiate assessments, plan and carry out care management within procedural and regulatory framework. May plan the work of other staff. • Assist in development and project work, and working with other staff to provide information and feedback. <p>Finance/Resource Management</p> <ul style="list-style-type: none"> • Make recommendations for the provision of services in line with the budget determined according to assessment of needs. <p>Work with others</p> <ul style="list-style-type: none"> • Liaise, communicate and work in partnership with other internal departments, partner organisations, agencies and/or contractors and engage with the community and volunteers. <p>People Management</p> <ul style="list-style-type: none"> • Contributes to the induction and training of new staff and the on-going development of more junior staff, and may coordinate and supervise the work of team assistants. <p>Duties for all</p> <p>Values: To uphold the values and behaviours of the organisation.</p> <p>Equality & Diversity: To work inclusively, with a diverse range of stakeholders and promote equality of opportunity.</p> <p>Health, Safety & Welfare: To work alongside colleagues in the maintenance of a safe working environment reporting incidents, accidents, repairs and maintenance promptly and taking appropriate action as required. adherence to safe working under the health and safety policy is required.</p>
Education, Knowledge, Skills & Abilities, Experience and Personal Characteristics	<ul style="list-style-type: none"> • Vocational Qualifications Level 3/4 or equivalent in relevant field with practical knowledge of service user group needs, or equivalent experience. • For some roles a relevant degree may be required. • Understanding of relevant legislation, processes and procedures and issues relating to the service user group. • Ability to show an understanding of the circumstances of people with more complex social care needs, to gather detailed and appropriate information and to reach a view about the likely source of assistance. • Able to plan, manage and prioritise a caseload and seek guidance where necessary. • Numerate and able to make recommendations for the provision of services in line with the budget determined according to assessment of needs. • Competent in a range of IT tools including MS Office and database management systems. • Effective written and oral communication and interpersonal skills with the ability to build relationships with a range of stakeholders. • Problem solving skills or ability to undertake process or practice improvement with minimal supervision. • Ability to work effectively and flexibly as part of a team, and provide guidance and assistance to less experienced or more junior members of staff. • Experience of working with the user group and of staff supervision where appropriate. • Satisfactory DBS clearance might be required.
Details of the specific qualifications and/or experience if required for the role in line with the above description	<ul style="list-style-type: none"> • Previous experience of working with complex and challenging children and young people. • Vocational Qualifications Level 3 or equivalent in relevant field with practical knowledge of service user group needs, or equivalent experience. <p>Desirable</p> <ul style="list-style-type: none"> • YJB Professional Certificate in Effective Practice and the Foundation Degree in Youth Justice plus relevant training as above and to have practised at Youth Justice Officer Level 3, or equivalent if coming from another YJS, for at least one year. • Experience in using a range of assessment tools including those in Youth Justice. • Knowledge of the criminal justice system and criminal law as it relates to children and young people. • Ability to assess risks posed to, and by, children and young people in highly complex situations and propose appropriate arrangements for safeguarding and protection of the public. Knowledge and understanding of a range of effective evidence-based interventions and commitment to practice within an evaluation standards framework. • Ability to formulate, implement and evidence effective support and interventions. • Ability to prioritise tasks, manage own workload and be accountable for case work with young people and families. • A good understanding of the context of child and adolescent development. • Ability to create a rapport and build professional relationships with children, young people and families. • Demonstrable ability to work effectively with children and families using a range of intervention tools and approaches. • Ability to work with other professionals demonstrating a clear understanding of the roles and responsibilities of other agencies to promote an integrated approach and multi-disciplinary working.

Role Summary	<p>Roles at this level provide a practical front line support service helping with advice and guidance, managing a varied caseload, and working as necessary with community, professional groups and local organisations to ensure provision of support. They have practical knowledge of the procedural framework, service user group needs, and are authoritative on procedures of some complexity and variety, with an in-depth knowledge and understanding of a particular functional area. Planning and organising is a key element, mainly in terms of planning own time, planning and prioritising for the weeks ahead. Although most work will follow established patterns, initiative is needed to resolve problems and queries based on experience and judgement, mainly without reference to others, but with access to clear guidance. They may supervise a team and coordinate service delivery in their own service area.</p>
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