

Role Title: Youth Justice Practitioner
Salary: SO1
Location: Bradford
Report to: YJS Team Manager

About Us

Bradford has created a new Children and Families Trust, which has been commissioned by Bradford Council to deliver a wide range of services for children, families and young people on their behalf. The Trust is accountable for determining how outcomes of these services are achieved and for the day-to-day running of commissioned children's services.

This is an important opportunity to renew our approach to delivering the support that Bradford's children, young people and families in need, by renewing services and creating a new organisation. We are bringing the mindset, dynamism and energy of a start-up together with the national expertise and determination of the Trust's Board, senior leadership and our colleagues' practical experiences of providing children's services in Bradford.

As a new organisation, Bradford Children and Families Trust has established our own purpose, vision, and outcomes for what we aim to achieve.

Our vision: For all children and young people in Bradford to be safe and able to realise their full potential.

Our purpose: To provide high-quality services with partners that help safeguard, support and promote the welfare of children, young people and families across the Bradford District.

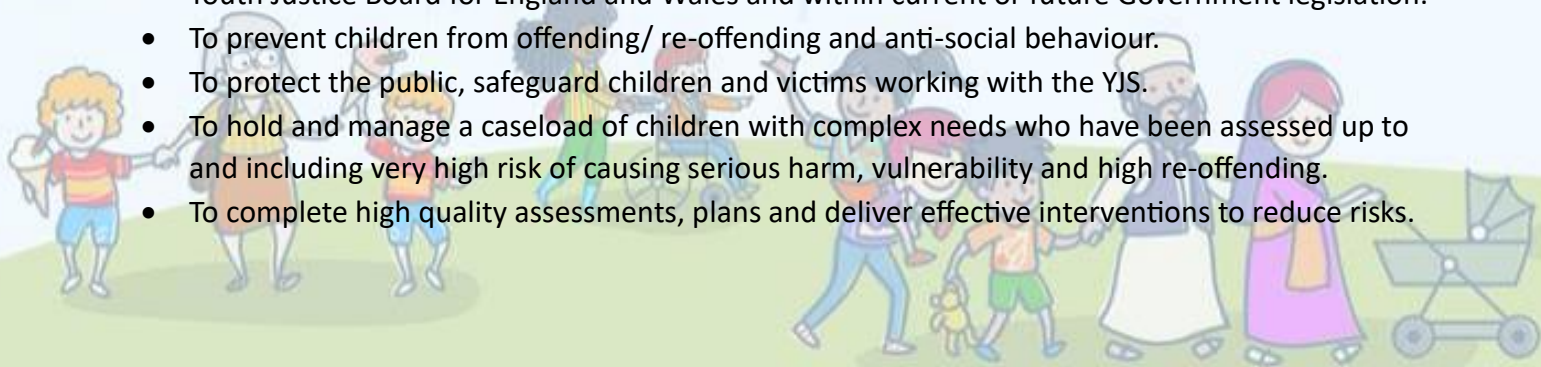
We will achieve this through continuous improvements in our services and positive collaboration with our staff, our partner organisations.

Job Overview

Bradford Youth Justice Service – *helping to make Bradford a safer place to live.*

We work with children up to age of 18 and young adults 18 and above, for the purpose of this both are referred to as children.

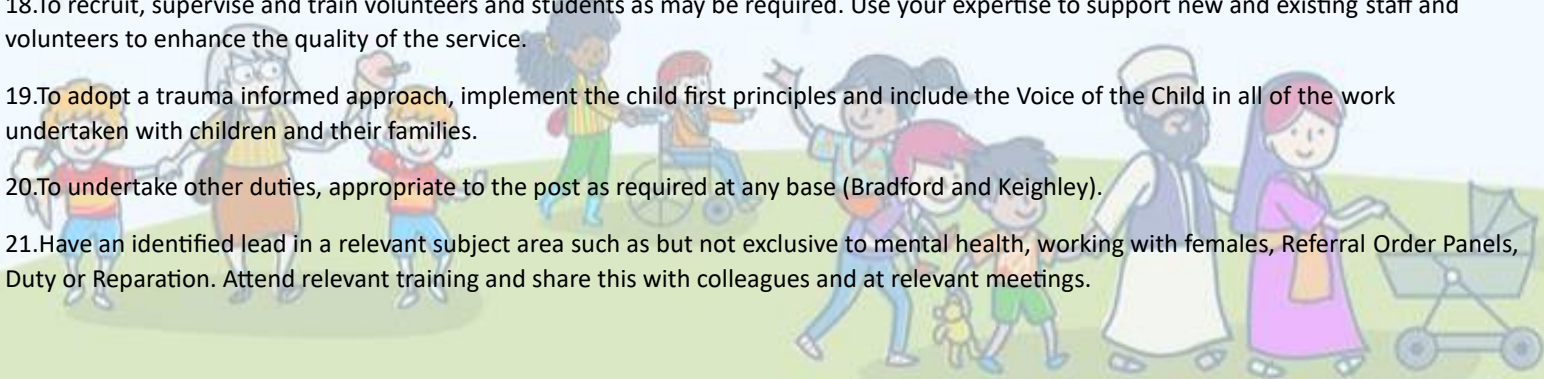
- To provide a Youth Justice Service to children and parents/ carers by exercising complex decision making. Ensure that interventions are appropriately planned, critically evaluated and reviewed with appropriate guidance and supervision, in line with National Standards established by the Youth Justice Board for England and Wales and within current or future Government legislation.
- To prevent children from offending/ re-offending and anti-social behaviour.
- To protect the public, safeguard children and victims working with the YJS.
- To hold and manage a caseload of children with complex needs who have been assessed up to and including very high risk of causing serious harm, vulnerability and high re-offending.
- To complete high quality assessments, plans and deliver effective interventions to reduce risks.



Main Duties and Responsibilities



1. To undertake high quality, research and evidence based holistic assessments that accurately assess levels of risk, safety and well-being, re-offending and complex needs of children subject to Out of Court Resolutions, Court Orders, Bail, Custody, Remands and Probation Service Transition reports as required within National Standards, this will also include assessments related to public protection and victim safety.
2. To create, where needed, high quality plans and deliver interventions and build positive relationships with children to prevent them becoming involved in offending and anti-social behaviour.
3. To adhere to Case Manager National Standards as set by the Youth Justice Board and local standards as set out by Bradford YJS.
4. Divert and work with children from the Criminal Justice System on Out of Court Resolutions.
5. To work with children who have been made subject to Court Orders and prevent re-offending.
6. To write complex, high quality reports and attend meetings, these will include breach reports for Youth and Crown Court, Enhanced Case Management and Formulation meetings, Child Protection/ Child in Need meetings, Child Criminal Exploitation strategy/mapping meetings, Children in Care reviews, custody/remand reviews and any other multi agency meetings to support the child and reduce risks.
7. To maintain up to date, accurate, concise and purposeful case records on all children in line with the departmental policy on case recording and National Standards. This will include contact recording, case management system updates, progress reviews, reports and other related documentation. Work will be consistently of a high standard.
8. To take adequate precautions to safeguard and protect children, their families and the public from the consequences of any action which could have been reasonably foreseen by carrying out risk assessments, reviews and making appropriate referrals.
9. To work varied and unsocial hours as and when required by children and families to deliver interventions. This may include weekend work and/or residential as and when required.
10. To manage your own challenging and demanding workload, seek support where necessary from team manager or duty staff.
11. To act in accordance with the priorities and policies of the department, actively promoting and supporting the Trust policies on equality and working in an anti-oppressive manner.
12. To maintain contact and liaise with a wide range of statutory and voluntary sector professionals for information exchange, including schools/ education providers, Police, fire service, health care, Children's Social Care and the Probation Service, making referrals to these services where required. To influence and contribute to outcomes in case planning and decision making and to address factors that contribute to offending and anti-social behaviour.
13. Immediately to notify a Team Manager (YJS) of any situation in which a child/ victim is at risk in line with child protection and safeguarding procedures as well as public protection and to take the necessary action to protect that child/victim or members of the public either directly or in conjunction with other professional colleagues.
14. To ensure that Bradford YJS and Trust policies, procedures and regulations are followed for safeguarding, finance and health & safety.
15. To keep up to date on all information and developments in the Youth Justice field and all relevant training, including programmes and interventions. Attend any training offered to enhance the delivery and improve the quality of the service and promote best working practice. Take part in and time manage further studies to support progression where required.
16. Attend and chair Referral Order panels when required.
17. To work in the Duty role as required. This includes answering phone calls, responding to enquires and completing welfare checks on children before and after their Court hearing.
18. To recruit, supervise and train volunteers and students as may be required. Use your expertise to support new and existing staff and volunteers to enhance the quality of the service.
19. To adopt a trauma informed approach, implement the child first principles and include the Voice of the Child in all of the work undertaken with children and their families.
20. To undertake other duties, appropriate to the post as required at any base (Bradford and Keighley).
21. Have an identified lead in a relevant subject area such as but not exclusive to mental health, working with females, Referral Order Panels, Duty or Reparation. Attend relevant training and share this with colleagues and at relevant meetings.



About You

We are looking for applicants who can demonstrate that they meet the following requirements:

Education

- Level 2 (GCSE or equivalent) in Maths and English
- Level 3 qualification, preferably in a relevant field such of Criminal Justice, Psychology or Youth and Community.
- The willingness to work towards and complete a Level 5 qualification in Youth Justice.

Experience

- The applicant is required to provide evidence of having previously spoken fluently to members of the public in order to meet the Advanced threshold level outlined under Special Knowledge above.
- Couple of years of experience of working with children age 10 and above who present with challenging attitudes, behaviour and supporting their families OR the ability demonstrate this through transferrable skills in other roles OR have experience working within a Youth Justice Service.
- Experience of working with children and families to bring about positive change.
- Be able to create and maintain good working relationships with all partners and stakeholders.
- Experience of/ability to undertake assessments of a child's risk of harm to others and their own safety and well-being.
- Demonstrate the ability to manage own caseload, meet deadlines and timescales.
- Demonstrate the ability to travel across the district and beyond, this may include using public Transport.

Special Conditions

- You will need to have or are working towards gaining a full driving licence, unless a disability prevents this and be able to travel across Bradford and surrounding areas.
- The post has designated Casual Class 1 Car user status of which the HMRC rate is payable.



Safeguarding Responsibilities

Bradford Children and Families Trust is committed to safeguarding and promoting the welfare of all children who use our services and as such expects all staff to share this commitment.

Successful applicants will be required to complete the relevant safeguarding checks. An DBS check will be requested.

We are an equal opportunities employer.

