



## VACANCY - MORSE Youth Practitioner

**Job Title:** MORSE Youth Practitioner

**Hours:** 22-24 hours per week (negotiable)

**Salary:** £23,405 per annum (pro-rata)

**Contract:** Fixed term – 1 year contract – extension subject to additional funding

**Reporting to:** Operations Manager

**Region:** Working across Worcestershire and Herefordshire

**Base:** To be agreed

### About YSS

We are a charity that helps people to help themselves, and we've been doing so for more than thirty years. There are thousands of people in our communities who struggle with life and face what seem to be insurmountable barriers - they are why we exist. We provide a wide variety of community-based support for people and are often described as the 'glue' between those at risk of social isolation and the wider mainstream society.

We run a diverse range of services working with 7- to 70-year-olds but our aim is always the same – to help people to break through barriers and to achieve their potential. Our website - [www.yss.org.uk](http://www.yss.org.uk) - contains further information about YSS and all our projects and services.

### Background to the role

The MORSE Youth service is a new pilot project between YSS and West Mercia Youth Offending Service (WMYJS). The service will provide 1-1 support for children and young people under the age of 18 who have committed driving offences across West Mercia. Children will be referred to a 12-week behaviour change programme and will receive weekly holistic support focused on improving their resilience to peer pressure, strengthening positive relationships and developing a future action plan. This innovative pilot service aims to reduce the number of driving offences committed by under 18s and in turn reduce the number of collisions, injuries and fatalities.

## **Role Details**

Your role will principally work with children and young people under the age of 18 who are committing driving offences and have been referred from the Youth Justice team. You will provide 12-weeks support per service user, offering a combination of face to face and remote support. You will deliver support across the whole of Worcestershire and Herefordshire and your primary base will be determined by the area closest to where you reside. There will be an expectation to work from Youth Justice Offices at agreed intervals. Mileage costs will be paid from your base to other offices. There is an expectation for the team to also support delivery in other areas, within our service, according to need.

## **Key Responsibilities**

- Manage a caseload of individuals offering practical and emotional support and delivering direct planned work with children/young people on a one-to-one basis, using a variety of interventions to achieve better outcomes and reduce re-offending behaviour.
- Accept referrals; undertake relevant assessments and develop tailor made outcome focused support plans including the delivery of the Young Driver Safety Programme.
- Work in a motivational and inspirational way to engage with children/young people to reduce impulsive behaviours, increase long term planning and develop positive future outcomes.
- Actively engage with service users to obtain feedback around decisions that affect them.
- Commit to working in partnership with WMYJS and other agencies/organisations.
- Attend internal/external meetings as required and act as a lead professional where appropriate.
- Ensure children/young people are actively involved in decision making.
- Attend local stakeholder meetings, as well as local multiagency events to promote YSS and raise the profile of the MORSE Youth service.
- Undertake project self-administration including maintaining database records, recording and monitoring performance targets and assisting in providing data for monthly and quarterly reports
- Participate constructively in team meetings and supervision with the line manager as well as undertaking appropriate training as required and appropriate.
- Risk assess and take the necessary actions in respect of any activities/engagement undertaken with service users including personal safety, lone-working and safeguarding.
- Understand professional boundaries and ensure that your role and remit is made clear to all service users you engage with.
- Meet individual performance targets and contribute towards meeting team performance targets in respect of the service.

- Deliver a trauma informed service that ensures the needs of the service user is at the heart of “everything we do”. Embed the principles of restorative practice and motivational interviewing techniques into all aspects of service delivery.
- Uphold the vision, values, and profile of YSS both internally and externally.
- Collate data in accordance with GDPR to improve systems and services beyond the life of the project.
- Develop effective working relationships with colleagues within YSS and throughout Worcestershire and Herefordshire to provide an integrated inter-agency response to children and young people.

## Notes

- It is expected that weekend and evening work will be a feature of the role from time to time and be a requirement of the post holder.
- There will be regular travel across Worcestershire and Herefordshire and therefore access to a car or the ability to travel independently across the regions is essential.
- YSS value people as individuals with diverse opinions, cultures, lifestyles and circumstances. We are committed to building a culturally diverse team and therefore encourage applications from a diverse range of candidates to help us reflect our world and the communities we work alongside.
- Our organisation follows Safer Recruitment principles and guidelines for all posts where contact with children and/or adults at risk is possible – this includes a full application process, interviewing candidates, taking up and verifying two satisfactory references, verifying qualifications, identify checks and an enhanced (Disclosure and Barring Service) DBS check.
- You must have the right to live and work in the UK to be considered for this role.

## PERSON SPECIFICATION – MORSE YOUTH Practitioner

<b>Essential</b>	<b>Desirable</b>
<p><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>• High level of numeracy and literacy (preferably GCSE stand or above) or equivalent.</li> <li>• Any other relevant formal qualification.</li> </ul>	<p><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>• Qualification/training in Criminal Justice, Social Work, Youth Work, Education, Health or other relevant field.</li> <li>• NVQ3 or above in Information, Advice &amp; Guidance.</li> <li>• Degree in a related subject (criminology, psychology, child studies, social work, etc).</li> </ul>
<p><b>Availability and Mobility</b></p> <ul style="list-style-type: none"> <li>• Ability to work evenings on a flexible basis as required.</li> <li>• Ability to travel independently throughout Worcestershire.</li> </ul>	<p><b>Availability and Mobility</b></p> <ul style="list-style-type: none"> <li>• Driving license and access to a car</li> </ul>
<p><b>Experience/knowledge</b></p> <ul style="list-style-type: none"> <li>• Experience of undertaking detailed assessments and creating action/support plans which are outcome focused.</li> <li>• Experience of working with children and young people.</li> <li>• Knowledge of issues affecting children and young people.</li> <li>• Knowledge of emotional, attachment and development issues for children and young people.</li> <li>• Knowledge of the principles of safeguarding children.</li> <li>• Awareness of trauma informed practice.</li> <li>• Understanding of service user involvement.</li> </ul>	<p><b>Experience/knowledge</b></p> <ul style="list-style-type: none"> <li>• Experience of working with people in a related field.</li> <li>• Knowledge of the Criminal Justice system.</li> <li>• Knowledge of Social Care systems.</li> <li>• Experience of using a variety of activities and resources to engage children and young people.</li> <li>• Knowledge of the factors that contribute to social and economic exclusion.</li> <li>• Experience of delivering an educational program or course to individuals or in a group setting</li> <li>• Working in supportive/motivational capacity (paid or voluntary).</li> </ul>

<ul style="list-style-type: none"> <li>• Understanding of Adverse Childhood Experiences.</li> <li>• Commitment to the promotion of Equality and Inclusion principles.</li> <li>• Knowledge of risk and risk assessments.</li> </ul>	
<p><b>Skills</b></p> <ul style="list-style-type: none"> <li>• Ability to engage, motivate and relate to a wide range of people and organisations.</li> <li>• Communicates appropriately and consistently across multiple stakeholder groups.</li> <li>• Good organisational skills – ability to plan and prioritise work.</li> <li>• Good literacy and numeracy skills.</li> <li>• Strong IT skills (email, word, inputting to databases, Microsoft Office applications).</li> <li>• A willingness to be flexible and to learn in a complex and dynamic environment.</li> <li>• Self-motivated independent worker.</li> </ul>	<p><b>Skills</b></p> <ul style="list-style-type: none"> <li>• Familiar with a range of databases.</li> <li>• Confident to be able to represent MORSE Youth at external events.</li> </ul>