

Play & Youth Worker – Grade 9

Job purpose

The Kirklees Early Support Partnership has developed a vision of what it is hoping to achieve. We all believe that every child and young person should have the opportunity to reach their full potential and that they are best supported to grow and achieve within their own families and communities. We want to forge a relationship between agencies and children and families so that the emphasis of practice is on *working with* children and families, rather than doing things to them or for them. “*Working with*” involves high support and high challenge so that families have the support they need to find their own lasting solutions to the challenges they face and are equipped with the resilience to move forward successfully.

Early support for children and families is more effective and less expensive than intervening when problems become entrenched. Even if early support cannot stop problems escalating, targeted and evidence-based support for those at most risk can still make a difference and reduce the need for the high costs of social care involvement and taking children into care.

At Kirklees we want to be innovative and creative in the way we work to deliver Early Support Services by developing a unifying, but not uniformed offer, which reflects the needs and strengths of children, young people, families, and communities. We acknowledge that this is a challenge and so we are always looking for better and smarter ways to work.

You will lead a team, including play and youth support workers, play workers, apprentices, volunteers, student placements and work closely with Voluntary, Community and Social Enterprise Sector (VCSE) partners, to engage children and young people across our communities and in informal settings, including the street, parks and open spaces, retail units and estates. You will also have responsibilities to provide 1:1 and group work support to vulnerable and at-risk children and young people. You will manage a case load of one to ones received within the Early Support Service to work with young people who are at risk and identified as needing additional support.

Your approachable manner and respectful, constructive challenge will help you to engender trust and respect from those you are working, particularly our key partners e.g., Educational settings, West Yorkshire Police, Public Health, other Council Services, businesses, community and voluntary sectors, faith groups.

Please review the Focus Sheet for Play Worker and Youth Worker for information specific

This role is based within Early Support Service
Find out more about [working for Kirklees](#).

Key areas of responsibility

The overall aims of the detached youth work team are that the children and young people they work with will : -

- be safer

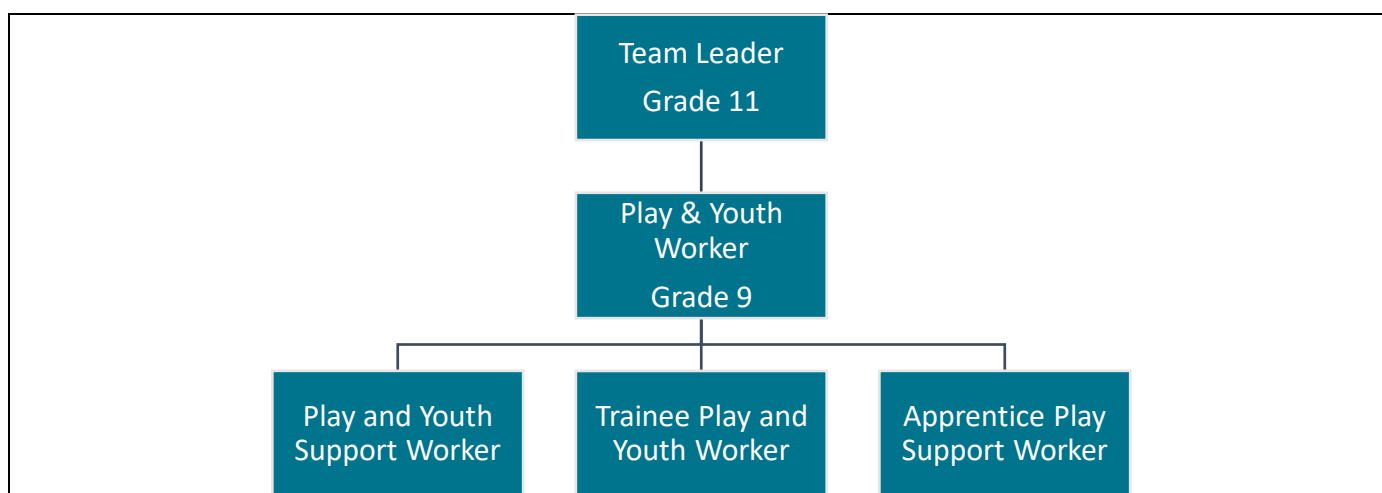
- have positive peer and family relationships
- be more confident and have improved self-esteem
- have healthier lifestyle
- feel part of their local community
- be able to manage their emotions and feelings better
- engage with and have better chance of success in education and training
- have a better understanding of the service, support, and positive activities available to them.

Engaging with vulnerable children and young people and developing their engagement with the support available will be vital to your success although the nature of the work means this will be challenging. Your passion and interest in reducing the risk of child exploitation will be apparent and you will be keen to develop the detached youth work program in Kirklees.

- You will work as part of a team within Early Support working directly with Children and Young people; delivering support as set out in the Focus Sheet and be expected to evidence the knowledge, skills and experience relevant required for this role.
- You will support the development of projects aimed at minimising risk for young people, focusing on supporting the aims of relevant exploitation strategies and provide a range of group and one to one support, working with young people on issues such as Child Sexual and Criminal Exploitation, Gang association, Radicalisation, Violent Extremism and Human Trafficking.
- As a resilient and flexible individual who adopts new ways of working, you will champion the work of the team and creative ways of working to achieve positive outcomes for vulnerable children, young people, and their families. You understand that the intensive nature of the work requires flexibility.
- You will lead a team, including Play & Youth Support Workers, Apprentices, Volunteers and working closely with VCSE partners, to work across areas of Kirklees as relevant and informed by data and intelligence, to target support for children and young people who are vulnerable and at risk based on assessments need.
- Work with the Team Leader you will ensure that risks are identified, assessed and managed proportionately, and promote good practice in your team as well as supporting local partners in keeping children safe.
- Your communication skills will effect positive change for children, young people, and parents, as well as in workers who may need to be encouraged to adopt new styles of working or improve practice.
- You will utilise theory, develop knowledge and build expertise in a range of interventions, sharing evidence-based practice across the team, wider service, and partners
- Raise voice and influence for those vulnerable children and young people you are working with on local issues and support them to share issues that are important to them.
- You will need to manage your work to comply with local practice, Kirklees procedures and legalisation; particularly Health and Safety at Work, etc 1979, Working Together 2010, and UKGDPR to ensure the delivery of high-quality effective services that meet Early Support outcomes.
- As a proactive, driven, resilient and flexible individual who can combine a passion for local communities, with a commitment to working alongside people, practitioners, and partners in very practical ways – you are always looking for creative local solutions that will enhance their participation in, and contribution to, their local community.

- You will contribute to the performance monitoring and reporting requirements of the programmes where necessary.
- You will positively engage with and make effective use of reflective supervision, putting learning into practice and contributing to the appraisal processes. Identifying and taking up opportunities for Continual Professional Development.
- Challenging injustice, tension and prejudices and champion inclusive communities, you will work in a way that considers issues relating to age, sexuality, health, race, religion, culture, and life experience.
- You will co-create and pilot innovative and modern interventions and support with and for children and young people.
- Maximise local resources, budget, and partnerships to build capacity, you will create new opportunities to support the needs of vulnerable children and young people.
- Working across other Council services, public sector and VCSE partners you will identify vulnerabilities and risk for children and young people and work together to keep them safe.

Position of job in organisational structure



Employee Specification

Knowledge, qualifications, skills and experience	Shortlisting criteria
Significant experience of working flexibly and intensively to deliver high-quality early support services with children, young people, and their families with multiple vulnerabilities.	Essential
Demonstrates a knowledge and understanding of the needs of diverse groups of children, young people, families, and communities.	Essential
Demonstrates a knowledge and a passion for children and young people, raising their voice and increasing their influence, particularly those who experience disadvantage and are under-represented.	Essential
Experience in working with vulnerable and at-risk Children and Young People in an informal setting	Essential

Knowledge, qualifications, skills and experience	Shortlisting criteria
Demonstrates knowledge/understanding of the risk factors that could increase the potential of child exploitation including Sexual, Criminal, Gang Affiliation and Radicalisation	Essential
A good working knowledge of relevant legislation and ability to apply this knowledge to practice particularly in relation to safeguarding, offending behaviour and mental health	Essential
Able to lead and manage a team, volunteers and paid employees and work alongside VCSE partners.	Essential
Flexible and able to respond to the needs of diverse communities, in a way that develops cohesion and challenges tension and prejudices.	Essential
Demonstrates a positive and 'can do' approach to working with communities and partners and to developing new ways of working.	Essential
Able to be responsible for local resources, budgets and partnership working.	Essential
You will have an empathetic approach and be able to both advocate for and challenge young people and their families forming effective working relationships, being clear of expectations, sharing technical and sensitive information with them.	Essential
Effective written and oral communication skills and proficient use of IT packages, word, excel, databases.	Essential
You will have excellent communication, presentation, and facilitation skills to be able to effectively present information including and previous experience of multi-agency and partnership working	
Demonstrates skills to be able to undertake high quality assessments and provide clear analysis, within set timescales.	
You understand the importance of clear and timely case recording, to evaluate your work and demonstrate the outcomes achieved	Essential
Good organisational skills to prioritise and organise yourself and other with a varied workload and competing priorities.	Essential
Professional in your approach, you will be keenly aware of the importance of strictest confidentiality because of the often very sensitive information you will access working within confidentiality and information sharing protocols	Essential
We need our employees to be driven to achieve the best, to be a self-starter, hardworking, respectful, and thoughtful to each other and our customers and to be creative, wherever they work	Essential
Level 4 Qualification in an academic area relevant to work with Children, Young People, their families, and communities, such as a qualification in Youth and Community Work, Play Work, Community Education, Youth Justice,	Essential

Knowledge, qualifications, skills and experience	Shortlisting criteria
Counselling, Social Work, Guidance, Coaching or Teaching or be able to demonstrate experience and competencies.	
Travel is an essential part of this job and therefore it would be extremely difficult for you to do your job effectively if you did not use a car for all or most of the time. It is essential that you hold a full and valid driving licence, and it is expected that you will either use a council vehicle or your own car.	Essential
Accepts an enhanced DBS and barred list check is required. Please note that a conviction may not exclude candidates from appointment but will be considered as part of the recruitment process.	Essential

Behaviours and expectations

The right behaviours and attitudes are as important to us as the skills you bring to the job. We expect all our employees to demonstrate the following behaviours:

- Positive
- Honesty
- Respectful
- Flexible
- Communicative
- Supportive

You will also promote and be a role model of the Council's expectations of a New Council Employee within the organisation. This role is at level 2. Find out more about [Council Behaviours and Expectations](#).

General information

See your responsibilities related to [Safeguarding](#).

- You will be required to work weekly evenings and weekends, school holidays and occasional overnight residential activity.
- DBS Required
- Accepts medical screening and any other screening appropriate to occupational risk will be required to ensure you are able to carry out physically demanding work including bending, lifting, and walking for considerable periods.

This Job Profile is intended to provide an understanding and appreciation of the responsibilities of this job. It is not possible to specify every detail and we expect you to work flexibly within your skills, knowledge, experience, and grade of this job.

For Office Use Only:

Job Category	Children's Services	Grading ID	23992 23990
Job ID	80103001	Last Updated	August 2021
Job Focus	Yes	Career Progression	N/a

Contractual Variants

DBS Category	Children	DBS Type	Enhanced + Barred
Health Check	Yes	Politically Restricted	N/a
24/7 working	N/a	Public Holidays	N/a
Night Working	N/a	Alternating Pattern	N/a
Standby	N/a	Other	N/a
Checked by HR	R Breeze		