

## Post Specification

<b>Date</b>	<b>Decmeber 2024</b>
<b>PG Number</b>	<b>8458</b>
<b>Post Title</b>	<b>Family Help Worker – Substance Prevention</b>
<b>Job Family</b>	<b>People Care and Development</b>
<b>Job Family Role Profile</b>	<b>PCD8ii</b>
<b>Final Grade</b>	<b>Grade 9 (inc JWC's)</b>

**To be read in conjunction with the job family role profile**

<b>Service Area description</b>	
This post sits within the Youth Offending and Prevention service area in the Children and young people's Service	
<b>Purpose of this post</b>	
To achieve positive outcomes for young people in Cumbria through the development and delivery of early help and more targeted support, with a particular focus on Substance Misuse.	
<b>Key job specific accountabilities</b>	
<ol style="list-style-type: none"> <li>1. To engage with young people aged up to 18 who present with substance misuse needs (in particular, but not limited to, alcohol, Cannabis, and New Psychoactive substances [NPS]) including home visiting, working in the family setting, and detached work.</li> <li>2. To act as a rapid and first point of contact for young people in crisis, in relation to substance misuse, who present to A&amp;E, come to the attention of the police, have involvement in the criminal justice system or are known to other organisations through non-statutory work.</li> <li>3. To act as an advisor to professionals working with young people in a statutory /formal capacity (e.g. Children in Need, Child Protection, Youth Offending Service) and, as appropriate, offer time limited direct support to the young people</li> <li>4. Using a variety of methods, at times when young people are most likely to need support, deliver a varied and appropriate range of supportive health and well-being programmes. This will primarily focus on substance misuse (in particular, but not limited to, alcohol, Cannabis, and New Psychoactive substances [NPS]) but will also including physical, mental, emotional, sexual health, and other thematic early help functions as required.</li> <li>5. Deliver information and harm reduction advice, relating to substance misuse and related risk taking behaviour.</li> <li>6. Share skills and knowledge to build capacity with Children's Services colleagues and other professionals across all agencies and identify gaps in provision.</li> </ol>	
<b>Please note annual targets will be discussed during the appraisal process</b>	
<b>Key facts and figures of the post</b>	
<b>Budget Responsibilities</b>	<ul style="list-style-type: none"> <li>• None</li> </ul>
<b>Staff Management Responsibilities</b>	<ul style="list-style-type: none"> <li>• None</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>•</li> </ul>
<b>Essential Criteria - Qualifications, knowledge, experience and expertise</b>	
<ul style="list-style-type: none"> <li>• Educated to NVQ3, or equivalent, or equivalent relevant experience within the relevant work area</li> </ul>	

- Good knowledge of legislation, guidance , in particular CSCPTThresholds guidance, DfE “Working Together”, and the CSCPsEarly Help strategy
- Knowledge of child protection and safeguarding.
- Good understanding of evidence based approaches to working with vulnerable young people and their families.
- Good knowledge of relevant agencies in Cumbria who offer services targeted at young people and their likely support needs
- Track record in delivering effective needs lead interventions to improve outcomes.
- Experience of partnership working and multi-agency working.
- Experience and understanding of the challenges and barriers to engaging vulnerable young people and their families.
- Ability to engage with and relate to young people in a respectful way to build a positive working relationship.
- Ability to organise work and so deliver to time, budget and agreed quality standards.

### Disclosure and Barring Service – DBS Checks

- This post requires a DBS check.  
The level of check required is:
  - DBS Enhanced – Children

### Job working circumstances

<b>Emotional Demands</b>	<ul style="list-style-type: none"> <li>• Working with people who may be distressed / disadvantaged. Role often deals with distressing situations for the young person.</li> </ul>
<b>Physical Demands</b>	<ul style="list-style-type: none"> <li>• None</li> </ul>
<b>Working Conditions</b>	<ul style="list-style-type: none"> <li>• May experience abusive and / or aggressive behaviour</li> </ul>

### Other Factors

- Requires the ability to travel around designated area to undertake duties