



## Cumberland Council

### Post Specification

<b>Date</b>	<b>January 2023</b>
<b>PG Number</b>	<b>5334</b>
<b>Post Title</b>	<b>Low Risk Case Worker</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>
Children and Young People
<b>Purpose of this post</b>
To improve outcomes for children and young people Cumbria through the delivery of effective prevention and targeted intervention with particular emphasis on social inclusion. To ensure that delivery optimises opportunities for effective integration with partners and is in line with key strategies.
<b>Key job specific accountabilities</b>
<ol style="list-style-type: none"><li>1. Support the development, delivery and review of targeted social inclusion; ensuring that children, young people and their families have timely access to services while reducing the demand for high threshold services.</li><li>2. Assume full case responsibility for appropriate Criminal Justice disposals for children, young people and their families who are not deemed to pose a high risk of reoffending and where risk of serious harm is not deemed to be of concern.</li><li>3. Fulfil casework responsibility for allocated cases</li><li>4. Work directly with children and young people appropriate to the worker's level of skills and experience, helping them to understand and modify their behaviours, with particular focus of anti social behaviour, criminal activity, self esteem, and other identified social difficulties</li><li>5. Ensure that these services actively engage children, young people and their families and promote active participation.</li><li>6. Take a key role across the breadth of Youth Justice Service to assist children and young people to access services aimed at supporting their social inclusion, including post 16 ETE, accommodation and positive activities</li><li>7. Support the development, delivery and review of early intervention health and well-being services; ensuring that children, young people and their families have timely access to services while reducing the demand for high threshold services</li><li>8. Take a key role in identifying / screening, and engaging young people in prevention and early intervention work in relation to health and wellbeing in particular alcohol misuse.</li><li>9. Build effective partnerships with key partners particularly those in relation to social inclusion and health</li><li>10. To deliver programmes based on the principles of effective practice for children, young people and their families in contact with the Youth Offending Service in order to reduce offending behaviour. This will include individual and group work</li><li>11. Undertake detailed assessments of parenting capacity to contribute to the pre and post court actions in liaison with YOS colleagues</li><li>12. Work closely with colleagues in YOS, and partner agencies to help parents and carers of young people involved in, or at risk of committing crime, to improve parenting skills</li></ol>

13. To influence and work alongside local agencies and organisations not directly involved in the work of the Youth Offending Service, to help prevent offending and re-offending by children and young people
14. Positively and actively promote and engage in integrated multi-disciplinary and multi-agency ways of working in the interest of the child
15. Support the Council's core values and corporate standards.
16. Undertake such other duties and responsibilities commensurate with the grading and nature of the post.
17. Enhance the Council's image within the community by promoting awareness of services and achievements and encourage greater public participation.

**Please note annual targets will be discussed during the appraisal process**

**Key facts and figures of the post**

<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>

**Essential Criteria - Qualifications, knowledge, experience and expertise**

- Evidence of appropriate Continuous Professional Development
- Educated to NVQ3 / A level /HNC/ HND level
- Significant experience in Youth Justice or related area of work
- Track record in engaging vulnerable children, young people and their families.
- Track record in delivering effective needs lead interventions to improve outcomes.
- Experience of delivering evidence based support programmes.
- Experience of partnership working and multi-agency working.
- Experience and understand of challenges and barriers to engaging vulnerable families.
- Good knowledge of legislation, guidance and other policies in Youth Justice
- Knowledge of child protection and safeguarding.
- Good understanding of evidence based approaches to working with vulnerable children and families.
- Knowledge of best practice/evidence based interventions for children and young people in Youth Justice
- Knowledge of best practice/evidence base for health improvement interventions for children and young people in Youth Justice
- To work constructively in, and outside the YOS to build partnerships which enhance overall service provision and delivery
- Ability to organise work and so deliver to time, budget and agreed quality standards.
- Ability to overcome barriers to engagement.
- Ability to communicate effectively with a wide range of stakeholders.
- Has a proactive, positive attitude to change and constantly strives for better results

**Desirable**

- Relevant Degree or Equivalent
- Relevant Professional Qualification or award (e.g. PCEP/ OU K208)
- Experience of child protection and safeguarding.
- Knowledge of evaluation, audit and monitoring processes

**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>• The role often deals with disadvantaged and/or distressed individuals</li> <li>• Direct work with clients, their families and/or carers that may exhibit anger/aggression</li> <li>• The work will involve some risk to personal safety through working with parents and/or young people whilst under significant stress and decisions that may have a significant impact on the child and family</li> <li>• Collating complex and confidential information</li> <li>• Mental attention to report writing</li> </ul>
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<b>Physical Demands</b>	<ul style="list-style-type: none"> <li>• Normal for this grade and nature of the role.</li> <li>• No specific physical demands.</li> </ul>
<b>Working Conditions</b>	<ul style="list-style-type: none"> <li>• Subject to adverse people behaviour</li> <li>• Some general or abusive language and aggressive behaviour directed at postholder</li> <li>• Lone working – visiting unknown families in their own personal environment which at times may be unpleasant and distressing</li> <li>• Work is dispersed including office and other establishments</li> <li>• Requires the ability to travel around designated area to undertake duties</li> <li>• Collaborative working in multi-agency partnership environments</li> </ul>
<b>Other Factors</b>	
<ul style="list-style-type: none"> <li>• Ability to travel across the county</li> <li>• Ability to work flexibly.</li> </ul>	