



## Job profile

### Service and job specific context statement

<b>Directorate:</b>	Children and Young People's Service
<b>Service:</b>	Partners in practice (PIP)
<b>Post title:</b>	Children, Young People and Families Practitioner Level 4
<b>Grade:</b>	E
<b>Responsible to:</b>	Restorative Practice Lead NYCC
<b>Staff managed:</b>	None
<b>Date of issue:</b>	November 2017
<b>Job family:</b>	<b>C&amp;S - Care &amp; Support</b>

### Job context

The Restorative Practice services team capture the voice of children and young people and adults to support services at all stages of planning, and interventions where there is need to support and mediate on behalf of CYPS.

The post holder works in a service that must ensure that strategic visions of restorative practice are translated into local plans in collaboration with service users alongside professionals and partner organisations. A commitment to shared values is required along with the common purpose of developing a culture of interagency working; including statutory bodies, third and private sector organisations. The post holder must be committed to completing the Level 3 Apprenticeship in Advanced Youth Work and work with and attend provided external education training programme.

The post holder must:

- Know that development includes emotional, physical, intellectual, social, moral, and character growth and know that they can all affect one another.
- Develop professional knowledge and skills through continuous development.
- Understand their own role and its limits and the importance of providing care or support.
- Understand their role in promoting the normal development of children and young people.
- Understand the importance of sharing information, how it can help and the dangers of not doing so.
- Understand systems in place to protect children, vulnerable adults and families and your role in their effectiveness.
- Work within ethical, legal, regulatory and procedural frameworks.

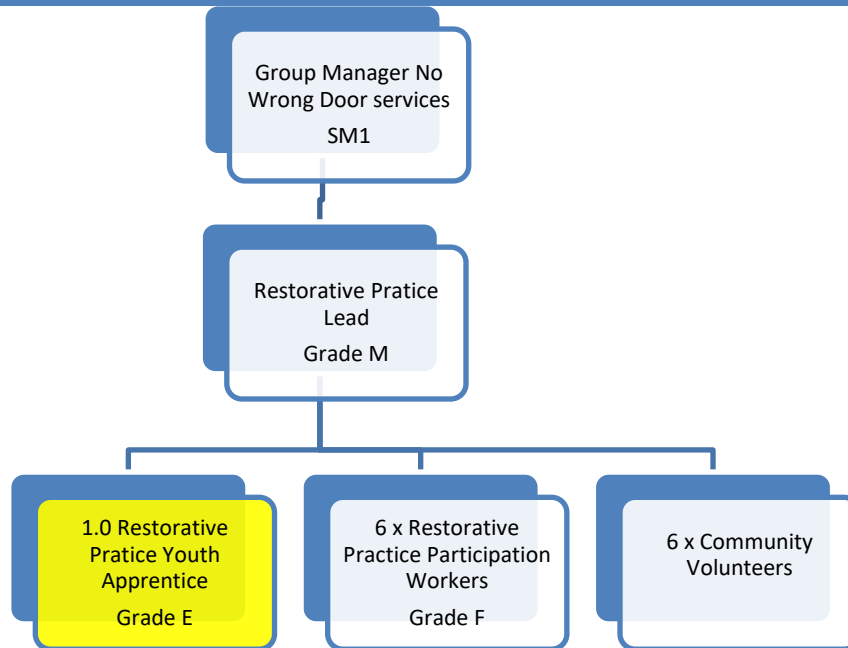
The Service will reflect the needs of the communities that it serves. This will require staff at all levels to be able to work flexibly to include evenings and weekends (weekends once qualified) and in different venues. This role involves spoken communications so a confident use of English language is required.

This post requires an enhanced DBS check.



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### Structure



### Job Description

<b>Job purpose</b>	<b>Undertake work with children and young people, young adults and families across the County which effectively engages with them to make sure their views are heard and represented within democratic processes and forums when dealing with conflict &amp; mediation.</b>
<b>Communications</b>	<ul style="list-style-type: none"> <li>• Deliver effective arrangements for capturing the views and opinions of children young people, young adults &amp; families across the area of North Yorkshire.</li> <li>• Assist in the development &amp; the marketing of the Restorative Academy and the Restorative Practice Service.</li> <li>• Encourage and support children and young people to develop skills and knowledge related to engagement and citizenship.</li> </ul>
<b>Partnership / corporate working</b>	<ul style="list-style-type: none"> <li>• Liaise and work collaboratively with a range of agencies/partners delivering services to children, young people and families.</li> <li>• Engage with colleagues inside and outside of the Council.</li> <li>• Engage with colleagues in schools to support any issues around conflict resolution and mediation.</li> <li>• Engage with staff across the council in the delivery of engagement activity with children and young people.</li> <li>• Undertake consultation with young people around specific themes of Restorative Practice and conflict resolution.</li> </ul>
<b>Child and young person, young Adults and</b>	<ul style="list-style-type: none"> <li>• Listen and respond positively and in a timely fashion to the concerns and views expressed by children and young people and families.</li> <li>• Support young people and families that have experienced conflict, and work to overcome obstacles and barriers that prevent children and young people</li> </ul>



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<b>families development</b>	(especially those from vulnerable or disadvantaged groups) who are in conflict situations and require clarity and support.
<b>Resource management</b>	<ul style="list-style-type: none"> <li>• Help assess the impact of emerging Restorative Practice services.</li> <li>• Provide statistical data and reports to evidence the impact and effectiveness of the Restorative Practice services</li> <li>• Help provide information to evidence the impact and effectiveness of the Restorative Practice Service and the Restorative Practice Academy on influencing young people's health and wellbeing.</li> </ul>
<b>Systems and information</b>	<ul style="list-style-type: none"> <li>• Share information and ensure good practice is followed regarding confidentiality and data protection.</li> <li>• Encourage children, young people and families to share information.</li> </ul>
<b>Safeguarding</b>	<ul style="list-style-type: none"> <li>• Be responsible for promoting and safeguarding the welfare of children and young people and vulnerable adults that you are responsible for and come into contact with.</li> <li>• Challenge and report unfair or discriminatory or unprofessional practice.</li> </ul>

## Person Specification

Essential upon appointment	Desirable on appointment
<b>Knowledge</b> <ul style="list-style-type: none"> <li>• Knowledge of equal opportunities.</li> <li>• Knowledge of how young people may be vulnerable or disadvantaged.</li> <li>• Knowledge and skills to be able to raise awareness and educate children and young people about risk taking behaviours.</li> <li>• Knowledge of how to build on relationships and promoting dialogue between young people/young adults in conflict.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge and understanding of Restorative Practices.</li> </ul>
<b>Experience</b> <ul style="list-style-type: none"> <li>• Recent experience of working with children and young people in an informal learning environment or have attended the Restorative Practice 2 day training course.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of communicating through social media.</li> <li>• Experience of working with vulnerable groups (for example SEND, looked after, young carers).</li> </ul>
<b>Occupational Skills</b> <ul style="list-style-type: none"> <li>• Ability to engage and form good quality, appropriate relationships with children and/or young people &amp; families who may be challenging, through reasons of vulnerability or disadvantage.</li> <li>• Uses a range of techniques to successfully persuade, influence and/or negotiate with others in a range of situations.</li> <li>• Ability to deliver presentations which engage children, young people and adults in a range of situations.</li> <li>• Support the delivery of training alongside colleagues.</li> <li>• The ability to converse at ease with customers and provide advice in accurate spoken English is essential.</li> <li>• Be able to complete Maths &amp; English functional skills level 2 as part of the Apprenticeship Award.</li> <li>• Ability to work constructively as a member of a Team.</li> <li>• Good interpersonal skills.</li> </ul>	



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### Other Requirements

- Ability to travel across the county for business purposes.
- A commitment to continuing professional development and participation in training opportunities.
- Ability to work flexibly to include evenings and weekends and to manage workload within the Apprenticeship Award.

### Behaviours

[Link](#)

NB – Assessment criteria for recruitment will be notified separately.

Optional - Statement for recruitment purposes: You should use this information to make the best of your application by identifying some specific pieces of work you may have undertaken in any of these areas. You will be tested in some or all of the skill specific areas over the course of the selection process.