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# **Job Description**

Job title Young Men & Boys Exploitation Worker

Directorate PEOPLE : Children and Adults

Division First Response SPA & MASH

Range MPR 4

Reports to Missing & Exploitation Lead

## **Main purpose of the job:**

To assist in the provision of an effective Adolescent offer for children and families within Medway by working intensively with young men and boys aged 11-17 experiencing criminal exploitation, gang involvement, county lines, mental health issues, substance misuse and sexual exploitation.

The Young Men & Boys Exploitation Worker will be based in First Response SPA & MASH and will be working closely with social workers, youth mentors, family support workers and partner agencies to ensure young men and boys’ physical, emotional, social health and educational needs are met.

To work closely with colleagues from Statutory Services, voluntary partners, Youth Services, Housing and with partners from the Police, Health, Education to assess risks to young men and boys who are at risk of harm due to contextual safeguarding concerns and will support lead professionals to deliver interventions that address the risks to young men and boys.

To deliver training and support to colleagues from Statutory Services, voluntary partners, Youth Services, Housing and with partners from the Police, Health, Education to enhance the whole system’s assessment of and responses to young men and boys who suffer harm due to contextual safeguarding concerns

To comply with legislation, statutory guidance and local policies and procedures.

Liaise with stakeholders in a way that promotes the [One Medway Council Plan](https://www.medway.gov.uk/onemedwayplan) and embeds our [values and behaviours.](https://www.medway.gov.uk/info/200783/our_values_and_behaviours)

## **Accountabilities and outcomes:**

Initiate and develop effective working relationships with young men and boys, their families and relevant partner agencies e.g. voluntary, community, schools, police, health, other statutory agencies/local resource networks and internal partners in order to ensure the needs of young men and boys’ are met.

Support the Missing & Exploitation Lead in ensuring a consistent application of threshold is applied within the service, using relevant information, analysis and understanding of Medway’s Early Help Service to support decision making.

Signpost professionals and families to community-based support and universal services where relevant.

Escalate and share information with statutory Children’s Services where relevant.

Manage a high level of young men and boys’ casework of various levels of complexity to assist in the provision of an effective service for young men and boys who are at risk of harm due to contextual safeguarding concerns.

Support the allocated worker in completing comprehensive assessments of need and identifying suitable levels of support to coordinate the delivery of intervention.

The Young Men & Boys Exploitation Worker will be required to be an ambassador for the service, supporting partners to understand their role in the provision of early intervention support to young men and boys who are at risk of harm due to contextual safeguarding concerns, and to ensure intervention and support is targeted effectively to meet the needs of young men and boys.

Work closely with colleagues to provide innovative family centred interventions and programmes with young men and boys and their families in various settings including school, college, family home, youth clubs and other relevant community facilities

Assess and balance risk, vulnerability and protective factors in order to effectively safeguard and promote the welfare of young men and boys.

Initiate and develop close working partnerships with statutory agencies, voluntary and private sector agencies, carers and those with parental responsibility in order to facilitate good outcomes for young men and boys and to deliver excellent, services in a timely and effective way and demonstrating excellent evidence-based practice which will include service delivery within open access provision.

Establish rapport and build respectful, honest, challenging and supportive relationships with young men and boyss and their families including those who may have had little contact with services and may be hard to reach. Communicate effectively with young men and boys and their families, ensuring their views are heard, recorded accurately and, wherever possible, acted upon using a range of tools

Deliver training and support to colleagues from Statutory Services, voluntary partners, Youth Services, Housing and with partners from the Police, Health, Education to enhance the whole system’s assessment of and responses to young men and boys who suffer harm due to contextual safeguarding concerns

To promote effective case management by maintaining accurate, concise and up to date records, using the relevant recording system and ensuring all data is in line with GDPR guidance.

To attend and prepare for supervision sessions, as required by the Missing & Exploitation Lead

To support flexible service delivery that can involve twilight working (3 – 7pm) to meet the needs of children and families.

At the discretion of the Head of Service, such other activities as may from time to time be agreed consistent with the nature of the job described above.

## **Key Corporate Accountabilities:**

To work with colleagues to achieve service plan objectives and targets.

To understand and actively keep up to date with GDPR responsibilities, including completing regular refresher training.

Safeguarding is everyone’s responsibility: all employees are required to act in such a way that safeguards the health and well-being of children and vulnerable adults.

As a corporate parent, all council employees are responsible for ensuring the well-being and positive outcomes of Medway’s care-experienced children and young people.

To participate in the Performance Appraisal process and contribute to the identification of own and team development needs utilising the Career Progression Framework.

Work in accordance with the Equality Act 2010 and the Public Sector Equality Duty to eliminate unlawful discrimination, harassment and victimisation. Promoting equality of opportunity, fostering good relations and improving the quality of life and opportunities for everyone living and working in Medway.

To ensure full compliance with the Health and Safety at Work Act 1974, the Council's Health and Safety Policy and all locally agreed safe methods of work.

To fully understand and be aware of the commitment to the duty under Section 17 of the Crime and Disorder Act 1998 to prevent crime and disorder.

Promote the Medway Carbon Neutral by 2050 commitment; supporting the Council action plan to ensure we play our part in addressing the climate emergency.

Medway Council is a Category One responder in relation to the Civil Contingencies Act (2004) and as a result all staff working for the Authority may be asked to carry out Category One response duties or stand into the role of another member of staff who is responding to a Major Civil Incident.

## **Accountabilities to Children and Young People**

The children and young people of Medway have said the following qualities are really important to them:

* Be a good listener.
* Be non-judgemental.
* Be consistent and stable.
* Be contactable.
* Understand me.
* Be honest.
* Be focused.
* Be realistic.
* Be a good timekeeper.
* Be resourceful in your approach.

Be ambitious for young people and promote others to share the same drive.

Champion Children and Young People’s views and rights in everything you do.

Ensure Children and Young People’s voices are listened to and acted upon.

‘Do what you say and say what you do’.

## **Organisation:**

This role reports to the Missing & Exploitation Lead

The post holder will not be required to line manage others but may be required to direct, coordinate or train other employees.

The post holder will be required to liaise with all stakeholders both internal and external to the organisation.

## **Working Style:**

FIXED - The post holder will be permanently based at Broadside, although they may be expected to work at any location across Medway.

# **Person specification**

All criteria at level A are considered essential unless stated otherwise.

## **Qualifications**

### Level A

### NVQ4 in Working with families with multiple and complex needs or another relevant discipline

### GCSE’s Grade 5 and above including English and Maths or equivalent qualification

### Level B (in addition to level A criteria)

<add in role specific qualification>

### Level C (in addition to levels A and B)

### Relevant degree or related Level 5 or above professional qualifications eg. Degree in Social Work, Foundation degree in Youth Work, Diploma Level 5 in Youth Work, PGcert in Education and/or extensive experience

## **Knowledge**

### Level A

### Knowledge and experience of working with vulnerable young men and boys in a non-statutory setting.

### Demonstrable knowledge required to recognise and evaluate risk to vulnerable young men and boys and assess measures to reduce that risk

### Knowledge and understanding of legislation, policy, and practice developments relevant to children, young people, and their families.

### Knowledge and understanding of child and adolescent development and parenting skills.

### Knowledge and understanding of safeguarding policies and procedures.

### Knowledge and understanding of equality and diversity principles and relevant legislation and obligations.

### Knowledge in focus area of practice such as Domestic Abuse, Mental Health, Neglect.

### Awareness of the Signs of Safety approach to practice.

### Level B (in addition to level A criteria)

### Comprehensive knowledge and understanding of safeguarding policies and procedures.

### Comprehensive knowledge in recognising and evaluating risk to children, young people and their families and assessing measures to reduce that risk.

### Comprehensive knowledge and understanding of child and adolescent development and parenting skills.

### Comprehensive knowledge in focus area of practice such as Domestic Abuse, Mental Health, Neglect.

### Comprehensive knowledge of the Early Help Strategy to ensure that this informs practice.

### Level C (in addition to levels A and B)

### Comprehensive knowledge and understanding of legislation, policy, and practice developments relevant to children, young people, and their families.

### Advanced knowledge in focus area of practice such as Domestic Abuse, Mental Health, Neglect.

## **Experience**

### Level A

### Demonstrable experience of working with vulnerable young men and boys who are at risk due to contextual safeguarding concerns and their families in the public, private or voluntary sector, including managing casework of varying complexity and complying with relevant assessment frameworks

Experience of undertaking risk assessments and effective safety planning.

### Experience of working within Children’s Social Care, Health or Education, Youth Work or Youth Justice.

### Demonstrable experience of undertaking direct work with vulnerable young men and boys and being able to evidence understanding of the child’s lived experience.

Experience of using digital case management systems

Willingness to undertake and complete Signs of Safety training.

### Demonstrable experience of coping well under pressure and difficult situations, able to identify and act on own development needs.

### Level B (in addition to level A criteria)

Comprehensive experience of working effectively in a multi-agency environment working with vulnerable children, young people, and families in the public, private or voluntary sector.

Experience drafting an Early Help Plan and being the lead professional in delivering the plan

### Experience in the application of Signs of Safety.

### Comprehensive experience of completing risk assessments and evaluating their impact.

### Experience of leading case discussions within a team

### Comprehensive experience of using assessment tools to identify level of risk, for example: GCP2, DASH. CS Assessment

### Level C (in addition to levels A and B)

### Advanced experience of undertaking direct work with children and young people and being able to evidence understand of the child’s lived experience.

### Comprehensive experience of application of Signs of Safety

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### Advanced experience of undertaking risk assessments which lead to effective safety planning.

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### Experience of contributing to the Multi-Agency Safeguarding Hub.

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### Comprehensive experience of leading case discussions confidently, ensuring the meeting is focused and solutions are identified for the worker to progress their intervention.

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### Comprehensive experience of coaching and mentoring other staff, leading by example in all areas of work

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### Experience of using PowerBI to review data and ensure the work being completed is effective and having an impact on the children and families open to the service.

## **Skills**

### Level A

Proficient in the use of Microsoft Word, Excel, and Outlook

Ability to work effectively under pressure, managing time and workload effectively.

Ability to use own initiative

Ability to build rapport and relationships with children, young people, and their families.

Comprehensive communication, interpersonal, and negotiation skills

Ability to work effectively as part of a team.

Skills in collecting, analysing, and assessing children and families’ needs and creating imaginative responses to resolve complex problems.

Ability to deal with difficult/sensitive situations and appropriately handle confidential and sensitive information.

### Level B (in addition to level A criteria)

Pro-actively contributes to service plan objectives and targets.

Can manage high levels of work-related pressure, with the ability to maintain own workload and meet deadlines.

Ability to initiate and develop effective and collaborative working relationships with partners.

Can effectively collect, analyse, and assess children and families’ needs and create imaginative responses.

Can demonstrate comprehensive communication, interpersonal, and negotiation skills through leading discussions/meetings, appropriate professional challenge and reflective case notes

### Level C (in addition to levels A and B)

### Ability to motivate others, including volunteers and wider partners.

### Confidently able to work with initiative and a high degree of autonomy.

### Ability to coordinate a multi-agency group to provide an effective service to children, young people and their families.

### Ability to produce good quality written reports using language that is accessible and easy to understand.