

# Example Job Description

## Case Worker (Lived Experience)



**Post:** Children & Families Caseworker

**Responsible to:** Community Team Leader

**Responsible for:** Supporting young people and their families to break free of gang activity, serious youth violence, exploitation and knife crime

**Hours:** Part-time, 19 hours per week

**Holiday:** 15 days + bank and statutory holidays

**- Enhanced DBS check is required for this role -**

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It should not be seen as precluding future changes after appointment to this role*

### BACKGROUND

For many families there are issues that precede a young person's gang involvement. Personal circumstances typically involve poverty, unsuitable housing, separation, family conflict, domestic abuse, substance misuse, mental health and imprisonment.

Gang involvement increases the risk of violence and victimisation to the young person, their friends and their family, therefore, it essential when supporting young people to exit gangs we adopt a 'whole family' approach.

A 'whole family' approach involves working with the family to assess risk, ensuring all family members feel safe, mentoring young people who are involved in or at risk of gang and serious youth violence and offering holistic support to enable the family to achieve their potential and raise aspirations.

Without the right support, families can become trapped in a cycle of homelessness, crime, unemployment and poverty that is passed on from generation to generation.

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### KEY DELIVERABLES:

- To develop and maintain relationships with other agencies, ensuring a steady flow of referrals to the project
- To complete initial needs assessments with clients and support them to develop individual action plans and regularly review to assess progress.
- To design and develop new sessions and materials, where required;
- To promote inter-agency collaboration in the assessment and planning process and to include involved agencies in the delivery of the services
- To support individuals who are affected by domestic violence, C.S.E, Mental health, grooming and exploitation this will include working with victims and perpetrators
- To support young people who are affected by gang and serious youth violence, this will include working with victims and perpetrators
- To carry and review thorough risk management plans with young people and family ensuring each family member has an age-appropriate safety plan
- Provide a client led support service that responds to individual's needs. Key elements will include supporting with housing, finances, schooling, parenting, health, ETE and criminal justice
- To deliver the service in a timely and targeted manner, working through identified issues on the action plan, promoting case closure as an achievable outcome
- To provide social support to children and family members; this will include identification of need, liaison and referral to specialist agencies
- To close cases effectively and positively, identifying a survival plan for the client that can be used for ongoing support and agencies that can be used if serious problems develop in the future
- To keep accurate records and assist with monitoring information and evaluation of the project
- To carry out other similar tasks as directed by the manager and work at all times in accordance with the Trust's code of conduct.

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### WHAT WE ARE LOOKING FOR FROM YOU – PERSON SPECIFICATION

When completing your application form please address the points marked with (A) set out below.

#### Experience

- To have lived experience of the Criminal Justice System, and/or being involved in a gang or knife crime. (A)
- Experience of working with socially excluded children, young people and adults. (A)
- Experience of providing advice and guidance and/or mentoring to young people. (A)
- Experience in negotiating and networking with partner agencies to establish links to further the aims of a project.
- Experience of successfully engaging with challenging families and young people, for example people those who have complex needs, people who are reluctant to discuss their needs, and people who are angry and confused.

#### Qualifications

- Mentoring Level 3 qualification (or be willing to work towards this). (A)
- Any other level 3 and up qualifications. (A)

#### Knowledge

- Knowledge of anti-discriminatory working practices, and the implications of both within the working environment.
- Practical application of diversity awareness and unconscious bias in employment.
- Knowledge of gangs, knife crime and patterns of offending. (A)
- Knowledge of and commitment to safeguarding practices and policies, and an ability to promote safeguarding among vulnerable clients and colleagues. (A)

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### Skills & Abilities

- Ability to be a flexible and co-operative member of a team.
- Ability to demonstrate knowledge and awareness of the issues faced by our client group, in particular barriers faced by people with lived in experience. (A)
- Ability to work alongside other professionals, professionally representing St Giles Trust
- The ability to use and develop monitoring systems to record all aspects of the project, and the ability to write case studies on sessions with young people. (A)
- Ability to calculate risk and implement safety procedures when engaging with clients.
- An ability to recognise the signs of child sexual and criminal exploitation (CSE and CCE) and, following safeguarding policies and measures, take appropriate action.
- Strong IT skills including proven experience of using Word, PowerPoint, Excel and Outlook in a similar work environment. Ability to work with case database on a day-to-day basis.

### Attitude

- Commitment to consultative & collaborative ways of working.
- Commitment to and understanding of safeguarding and professional boundaries.
- Personal and professional integrity. (A)
- Positive attitude towards staff, clients and our Peers/volunteers.
- Emotionally Resilient. (A)

### What we will do to support you in this role

We will provide the following resources to assist in the successful achievement of the responsibilities outlined above:

- On-going and targeted learning and development that will support and enable you to deliver the role to a high standard;
- A full induction;
- Continuous support and supervision including reflective practice to develop your learning and skills as a practitioner

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