

<b>Job Title:</b>	Young People's Drug and Alcohol Worker	
<b>Service:</b>	Enfield Sort It Young People's Service	
<b>Reports To:</b>	Service Manager	

**Purpose of the Role:**

Young People's Drug and Alcohol Workers are responsible for managing their own client caseload delivering psychosocial interventions with the aim of supporting service users to achieve sustained recovery from substance misuse. They also effectively participate in the weekly clinical meetings and clinical supervision and work in close partnership with the team to ensure the client receives the best treatment for their individual needs, whilst aiming to ensure their safety and or by managing/mitigating their safeguarding risks.

Compass Enfield Sort It Young People's Service offers psycho-social interventions to clients in a 1:1 or group setting, harm reduction, relapse prevention and cognitive behavioural therapies. We also offer targeted interventions to raise awareness delivered through groups, 1:1's and in various host environments, community events to raise the service profile and deliver assemblies and drop-in's at schools. We signpost into wider support and clinical treatment either via the use of partnership services and Enfield adult treatment service. We provide peripatetic outreach; where we meet clients in a safe place that meets their treatment needs, level family support, safety planning together with joint working with partner agencies and actively sign post to relevant agencies.

We seek to make early contact with young people and provide relevant, positive and safe responses to their health and social care needs.

**Outline of the Post:**

This post will operate as part of the Compass Young People's Substance Misuse service Enfield Sort It providing a range of targeted and specialist interventions for young people up to the age of 18 years of age (and extended to 25 years of age where there are special educational support needs). The post holder will be expected to undertake comprehensive assessments including the assessment of risk and competency to consent to treatment. The range of interventions to be delivered will include brief psychosocial interventions, specialist harm reduction, hidden harm, family work, care planning and working with other lead professionals involved in the care of the young person. It is essential that the post holder carries out their work within the context of Children's legislation including Every Child Matters; Safeguarding Children and Fraser Guidelines relating to informed consent.

Compass delivers services on a peripatetic basis with co-locations and satellites set up in Children and Families services, the Youth Offending Service, schools and youth clubs. The post holder will be expected to work can carry a caseload spanning all the key referral points unless otherwise specified and agreed. The post will require a creative and dynamic approach to engaging with young people involved in substance misuse, hard to reach and other vulnerable groups of young people. The post holder will be expected to comply with Public Health England and National Institute for Clinical Excellence Guidance as well as operational policies and procedures set out by Compass.

The post may require limited occasional evening/weekend/bank holiday working.

## **Key Activities and Responsibilities:**

Relate to and interact with individuals maintaining appropriate professional boundaries in order to:

1. Enable individuals to find out about, access and use available services through obtaining relevant information, encouraging the individual to use services and facilities and supporting individuals as they use them.
2. Support individuals who are substance users enabling individuals to adopt safe practices associated with substance use and to reduce substance use.
3. Support service users in achieving harm reduction, control over and abstinence via provision of referral to appropriate interventions, screening and preparation for in-patient or residential rehabilitation as and when appropriate on a needs driven basis.
4. Provide onward referral and liaison with wrap around support to enable service users to achieve social integration.
5. Develop relationships, share information and share the care and support for individuals with professionals, families, parents and carers.
6. Raise awareness, knowledge and understanding about substances, their use and effects using presentations, activities and group learning as appropriate.
7. Carry out assessments to identify and prioritise needs, identifying the most appropriate substance misuse intervention to best meet an individuals needs.
8. Carry out risk assessments and risk management plans and the ability to action any outcomes and concerns as appropriate
9. Ability to consider safeguarding at all times and the ability to action concerns of this nature
10. Contribute to assessing the needs and preferences of individuals in order to support the development, implementation and review of care plans.
11. Contribute to the development, implementation, review and revision of care plans to meet changing needs, preferences and circumstances
12. Contribute to the development, implementation, review and revision of care plans to meet changing needs, preference and circumstances.
13. To deliver substance misuse training to professionals and presentations and workshops on the service and substance misuse.
14. To attend multi-agency meetings and to write and develop reports as appropriate.

To carry out these duties effectively you will:

1. Promote the equality, diversity, rights and responsibilities of individuals including reporting on your work within confidentiality agreements, legal and organisational requirements and disclosing information only to those who have the right and need to know.
2. Promote choice, well being and the protection of all individuals.
3. Develop your own knowledge and practice, incorporating new knowledge into the development of your own practice.
4. Make use of supervision to enable you to develop your professional competence and work with individuals reliably, effectively, ethically and safely.
5. Ensure your own actions reduce risks to health and safety.
6. Develop and maintain effective working relationships between departments and other agencies.
7. Undertake any other such duties as may reasonably be requested by your line Manager.

## **PERSON SPECIFICATION**

### **Qualifications, Experience and Knowledge:**

#### **ESSENTIAL**

##### **Qualifications**

- Relevant qualification in substance misuse/youth work/psychology/counselling/mental health; such as a Diploma in Youth Work, Social work, Psychology or accredited Counselling or equivalent NVQ Level 4 in Children, Young People or families, social care or mental health.

##### **Experience**

- Working with children or/and young people in a face-to-face setting
- Direct experience of working with problem drug users
- Working with vulnerable and hard to reach young people
- Direct experience of working in a multi-disciplinary setting within a community-based context i.e. outreach provision or locality youth work
- Obtaining information from individuals about their circumstances, needs and preferences
- Helping and encouraging individuals to obtain and evaluate information
- Encouraging individuals to reflect on their behaviour, its consequences and risks, recognise the benefits and potential for change and providing support and encouragement to help individuals achieve change positively
- Assisting individuals to identify their requirements and priorities, identify explore and assess a range of options and the potential implications of different decisions, and select and agree an appropriate course of action
- Helping individuals to develop implement and review a SMART action plan
- Constructively challenging abusive, aggressive or discriminatory attitude and behaviour
- Engaging young people and partner agencies to increase referrals into service
- Using effective support systems and networks to develop own knowledge and practice
- Delivering training to groups

##### **Knowledge**

- Up-to-date knowledge of legislation relating to children and young people including Fraser

guidelines; Every Child Matters and Safeguarding Children.

- The range of different substances and their effects
- The risks substance misuse may pose to individuals and others and how to assess and minimise these risks
- Codes of practice and conduct, standards, guidance and legislation relevant to the setting and role
- Children and Families thresholds, inc. safeguarding, MASH and the Hidden Harm agenda
- Principles of confidentiality of information

#### **Other**

- Ability and willingness to adopt a flexible approach to working outside normal office hours or at different venues on occasion.
- Ability to undertake the demands of the post with reasonable adjustments where required
- Ability to handle sensitive and confidential information, maintaining discretion and confidentiality

#### **DESIRABLE**

- Experience of engagement meetings with young people and professionals
- Experience of building relationships with other professionals
- Motivational and Interventional techniques and skills appropriate to the service
- Knowledge of how to evaluate your own competence when at work and decide when further support and expertise are needed
- Knowledge of Criminal Justice System
- Knowledge of systems and protocols of Children Services
- Knowledge and understanding of NHS Safeguarding practices

#### **Key Competencies/Personal Attributes:**

*The post holder must demonstrate strengths in the following competency areas:*

- **Team Player** – able to work as part of a team, co-operate to work together and in conjunction with others and willing to help and assist whenever possible and appropriate.
- **Interpersonal Skills** – able to develop, establish and maintain positive relationships with others both internal and external to the organisation.
- **Autonomy** – ability to work without direct supervision, prioritising work and acting on own initiative where appropriate; pre-empting problems and working to solve them.
- **Communication Skills** – excellent communication skills (both written and verbal) and ability to adjust communication style and content to the audience.

- **Risk Management** – able to identify, assess and prioritise risk, eradicating risk where possible/minimising, monitoring and controlling the impact of risk and unforeseen events.
- **Concern for Detail and Accuracy** – able to work in a thorough and methodical way to produce accurate, complete and consistent work.
- **Confidence & Resilience** – able to deliver messages in a confident manner with excellent presentation skills and group work skills.
- **Flexible & Adaptable** – positive attitude to dealing with change; flexible and adaptable, and open to exploring new ideas.
- **Self-Awareness** – ability to empathise with others, maturity to admit and rectify mistakes and strong degree of personal integrity to adhere to acceptable standards of behaviour.

### **Compass Values:**

*The post holder must demonstrate exemplary behaviour in all Compass values, personifying the values and inspiring all staff to do the same:*

- Integrity: An unstinting commitment to honesty and openness in all our activities.
- Valuing Each Individual: Respecting the needs of each person and helping them gain greater control of their life.
- Being Solution Focused: Responding quickly and flexibly to current and emerging needs.
- Consistent & Reliable Approach: Always delivering on our commitments.

### **Safeguarding:**

*The post holder must demonstrate and share our commitment to Safeguarding:*

- Work proactively to safeguard and promote the welfare of children, young people and vulnerable adults.

Compass is committed to promoting the welfare of all those we serve, as well as complying with best practice in the application of safeguarding and we expect all staff and volunteers to share our commitment. As part of our safer recruitment process, an enhanced DBS check will be undertaken before appointment as part of our pre-employment checking process and will be rechecked as and when determined by Compass. For further information about what is required in this process please go to [www.gov.uk/disclosure-barring-service-check](http://www.gov.uk/disclosure-barring-service-check).

Compass is also committed to equal opportunities and expects all those employed or who volunteer to share our commitment.