


Job Title:	Youth Justice Health and Wellbeing Worker	
Service:	Youth Justice Health and Wellbeing Compass Go....North East Lincolnshire	
Reports To:	Team Leader/Service Manager	

Purpose of the Role:

Youth Justice Health and Wellbeing (YJHWB) Workers will deliver the Children and Young Peoples Criminal Justice Emotional and Mental Health and Wellbeing Service using a hub and spoke model and co-location within North East Lincolnshire Youth Justice Service. The Youth Justice Workers will form part of our existing commissioned Children and Young Peoples Mental Health Support Services and work to support Children and Young People (CYP) in contact with Youth Justice Services to access the right mental health and emotional wellbeing services at the right time and to promote mental health and emotional wellbeing by engaging with CYP in the community through the delivery of mental health and emotional wellbeing outreach activities.

YJHWB Workers will hold a targeted caseload of young people at risk of entering, or currently involved in the criminal justice system who present with mental health or emotional wellbeing needs. They will ensure identified children and young people receive the right support, at the right time, and from the right professional to:

- Increase Children and Young People’s awareness of the impact of mental wellbeing.
- Divert ‘at risk’ children and young people away from offending.
- Positively contribute to the reduction of offending/re-offending.
- Improve young offenders’ emotional wellbeing and outcomes.

YJHWB Workers will offer a holistic service with an accessible no wrong door approach spanning universal, targeted and specialist interventions. YJHWB Workers will also joint screen and assess young people aligned with YJS, deliver psychoeducational group work to targeted groups of young people and facilitate workforce development to professionals across the criminal justice system to upskill and help identify young people earlier.

Workers will also take part in the Duty and Outreach Systems, providing telephone support for professionals, young people, parents and carers and managing the text messaging service, and mobile / community delivery.

Outline of the Post:

The post holder will be expected to:

Operational Delivery

- Responsibility for the development and delivery of Compass emotional and mental wellbeing interventions for young people at risk of entering, or currently involved in criminal justice services, within North East Lincolnshire.
- Responsibility for identifying, targeting and intervening with children and young people who are in contact with YJS (or at risk of) to ensure they are supported to develop and sustain emotional health and wellbeing.
- Responsibility for the upskilling and increased knowledge of criminal justice professionals through the delivery of mental health and emotional wellbeing workforce training, identifying needs of children and young people earlier and through clearly defined referral pathways.
- To co-locate within North East Lincolnshire Youth Justice Service providing integrated screening, assessments and interventions aligned to YJS and wider criminal justice services.
- To develop seamless progressive pathways and interventions within criminal justice services including CAMHS, CSE, Police/SNT, Victim Services for children and young people with particular focus on underrepresented groups and those with protected characteristics.
- Provide mental health advice to professionals in multi-agency setting/meetings including CIN, LAC reviews and CP plans.
- Provide advice and information to children, young people and families regarding mental health and emotional wellbeing and services.
- Carry out mental health screens and holistic assessments on young people accessing the service.
- Deliver time limited structured psychosocial and preventative early interventions to young people.
- Deliver care planned evidence based psychosocial interventions to young people who are in contact with Youth Justice Services.
- Provide step up support for children and young people who have complex needs by ensuring appropriate referrals to specialist agencies.
- Carry out assertive outreach and providing on site advice and guidance at satellite locations.

Role Profile

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Version: V2.0

Review: January 2024

- As part of the holistic service offer, deliver non-specialist emotional well-being interventions which promote healthier lifestyle choices.
- Promote positive team working and contribute to service development through having a specialist themed area; knowledge of which will be shared with the team in order to upskill colleagues.
- Initiate referrals to specialist CAMHS, and/or Children and Family services when a child or young person is deemed at risk of harm.
- Provision of written reports, chronologies as required, participating and attending Early Help, Children Looked After, Child in Need, Child Protection meetings and case conferences, and YJS referral panels/court reports on the need to know basis or when perceived to have a contribution to the task involved.
- Ensure effective safeguarding of young people in line with Compass' Safeguarding Policy and Procedure.
- Promote the services positively to other agencies and professionals.

Developing and Maintaining Relationships

- Actively work towards developing and maintaining effective working relationships both within and outside Compass, with particular focus on Youth Justice Service and wider Criminal Justice Services including the Police, Probation, Substance Misuse Service and MHST.
- Foster and maintain strong links with all services across Compass.
- Seek the opportunity for collaborative working and proactively initiate and sustain such relationships.
- Work as part of a team to ensure that key performance indicators set by Compass and/or Commissioners are reached.

Managing Resources

- Effectively maintain service equipment to ensure efficient use of resources.

Personal Responsibilities

- Prioritise own workload within agreed objectives and deciding when to refer to others as appropriate.
- Participate in the Compass appraisal system, matching organisational aims with individual objectives and undertaking appropriate training as required.
- Take responsibility for own and others' health and safety in the working environment.

Role Profile

Owner: HR Department

Version: V2.0

Review: January 2024

- Comply with the policies and procedures of Compass.
- Ensure that a professional service and image is maintained at all times.
- Ensure own actions support the equality, diversity, rights and responsibilities of individuals.
- Work independently within a co-location and multiple host environments.
- Attend mandatory training programmes specific to job role.

Flexible Approach

- To undertake any evening or weekend working as required.
- To carry out such other duties commensurate with the grading of the post as may be reasonably determined from time to time.

PERSON SPECIFICATION

Essential Qualifications, Experience and Knowledge:

Qualifications

- Relevant qualification in substance misuse/youth work/psychology/counselling; such as a Diploma in Youth Work, Social Work or accredited Counselling or equivalent NVQ Level 4 in Children, Young People or Families, Social Care.

Experience

- Minimum of one year of post qualification experience of working with children, young people and families.
- Experience of working with children and young people who are at risk of entering and/or involved with the Youth Justice Service.
- Delivery of mental health and emotional wellbeing advice and support to children, young people and their families.
- Inter-agency and multi-disciplinary working
- Obtaining information about individuals/circumstances/needs and preferences.

Knowledge

- Understanding of mental health and emotional wellbeing issues that affect children, young people and their families.
- Child development and understanding behaviours.
- Safeguarding children and adult's guidance and legislation.
- Equality, Diversity and Inclusion guidance and legislation.
- Confidentiality, consent and mental capacity.
- Risk taking behaviour and the resulting problems.
- Data Protection guidance and legislation.
- Computer packages including Microsoft Office.

Personal

- 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 and maintain discretion and confidentiality.
- Encourages others to express their views, feelings and wishes.
- Full driving licence and access to vehicle.

Key Competencies/Personal Attributes:

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

Role Profile

Owner: HR Department

Version: V2.0

Review: January 2024

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.

Strategic Thinking – able to identify and manage risk with the ability to elicit information to make an assessment of need.

Communication Skills – excellent communication skills (both written and verbal) and ability to adjust communication style and content to the audience.

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.

Motivated – highly motivated and reliable and organised to plan and meet deadlines and manage time effectively.

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

Role Profile

Owner: HR Department

Version: V2.0

Review: January 2024

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.

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