

Job description

Job title: Islington Collaboration Action Network (I-CAN) Case Worker

- Grade: PO1
- Reports to: I-CAN Deputy Team Manager
- Direct reports: None
- Your team: Islington Collaboration Network Action and Targeted Youth Support
- Service area: Children and Young People
- Directorate: Children and Young People

Special requirements of the post (delete as applicable)

Workstyle: Frontline (Full presence, working in the borough full time)

- Colleagues whose role is delivering frontline services to residents, visitors, businesses and/or other colleagues while present in the borough and activities cannot be done remotely.

This post requires a DBS check at the appropriate level (Enhanced with Barring)

This is a safety critical post and will be subject to the council's drug and alcohol policy

This post is subject to the council's declaration of interest procedure

This post is designated as politically restricted

Our mission

Islington is a place rich with diversity and culture. As a council our sense of purpose couldn't be clearer: we serve. It's in the logo. We are committed to challenging inequality in the borough and as one of the largest employers we know that to look after the place and the planet, we have to look after our people. **Together we can change the future.**

To do this, everyone who works at Islington Council lives by a set of values which guide us in everything that we do: collaborative, ambitious, resourceful, and empowering. They spell out 'CARE', which is what we think public service is all about.

Overview of the role

- To work within the Islington Collaboration Action Network (I-CAN) team to engage and provide targeted interventions to young people aged 10-24 who are entrenched in or are at risk of becoming involved in group offending and youth violence.
- To undertake, or contribute to, accurate assessments using a range of assessment tools with regards to ensuring that appropriate planning and adequate support, assistance and provisions are put in place for each young person.
- Ensure young people and adults aged 17+ who are involved in serious youth violence are effectively linked in with treatment services when making the transition from young people to adult criminal justice services in accordance with the referral protocol between young people and adult treatment services.
- To work in a range of settings and maintain a clear focus on the prevention of young people's participation in group offending activity, violence and other group.
- Provide information and advice to professionals and key stakeholders about the resources and services available to young people and young adults in Islington in relation to youth violence, prevention and associated issues such as substance misuse, mental health and contextual safeguarding risks.

Key responsibilities

- Hold a caseload of young people and be responsible for providing each young person with support and assistance in engaging with a variety of regular interventions.
- Provide an effective triage system that enables rapid and effective identification and engagement of organised group offending with substance misuse issues.
- Provide pro-active and targeted interventions to high-risk young people to support them to exit organised group offending and reduce/stop offending.
- The post holder will ensure that their work gives due regard and commitment to safeguarding and promoting the welfare of young people engaged with the service. The post holder will undertake regular safeguarding training at a level commensurate with the role.
- Link young people involved in offending behaviour and high-risk young people with support services, positive activities and education, employment and training.
- To keep accurate records on young people's databases as appropriate to their age and level of service required e.g., Child View for statutory YJS young People, EHM for 10-17-year-olds who are not subject to a YJS order, LCS for Care Leavers and other relevant adult databases to record activity with 18-24 year olds as appropriate.
- To use these Management Information Systems to deliver effective outcomes by clear,

accurate, timely and consistent inputting of data and compliance with information sharing protocols and principles and to capture young people's progression, achievements, needs and the effectiveness of interventions.

- To deliver services in partnership with colleagues within the Community Youth Service, Probation, Police and the Islington Group Offending Partnership Panel (IGOPP) and the Integrated Offender Management (IOM) Programme.
- To plan and deliver structured programmes and projects to address risk factors that relate to young people's (aged 10 – 24) participation in street violence and group offending in line with local and national strategies.
- To provide an immediate response to engage young people identified as being at risk by offering enhanced and intensive support in partnership with other relevant services.
- To provide continuing support to young people beyond the end of supervision and probation orders.
- To engage with identified young people in YOI's and prisons who are coming to the end of their sentences, to plan and offer support prior to return to the community in liaison with other colleagues and services.
- To contribute to the development of the Community Youth Service including Serious Youth Violence Team and Partners commissioned by the Young Islington Services.
- To attend reviews and closure meetings for all relevant young people.
- To contribute to the management of the risk of the offender.
- Preparation of reports as required outlining young person's progress within the Islington Collaboration Action Network and Serious Youth Violence Service.
- To support partners in the early identification of young people and other family members at risk, and in making appropriate referrals to targeted/specialist services.
- To attend and contribute to multi-agency gang related, IGOPP, IOM, MAPPA and other related meetings and ensure actions agreed are acted upon and reviewed for effectiveness.
- To produce monitoring reports and progress updates on individuals for the partnership.
- To undertake other duties commensurate to the grade of the post.

Additional

- To use and assist others in the use of information technology systems to carry out duties in the most efficient and effective manner.
- To carry out detached and outreach work with young people and adults in the community and community engagement work.
- To achieve agreed service outcomes and outputs, and personal appraisal targets, as

agreed by the line manager.

- To undertake training and constructively take part in meetings, supervision, seminars and other events designed to improve communication and assist with the effective development of the post and post holder.
- The post holder is expected to be committed to the Council's core values of public service, quality, equality and empowerment and to demonstrate this commitment in the way they carry out their duties.
- Ensure all the services within the area(s) of responsibility are provided in accordance with the Council's commitment to high quality service provision to users
- Ensure that duties are undertaken with due regard and compliance with the Data Protection Act and other legislation.
- Carry out duties and responsibilities in accordance with the Council's Health and Safety Policy and relevant Health and Safety legislation.
- At all times carrying out responsibilities/duties within the framework of the Council's Dignity for all Policy. (Equal Opportunities Policy).

Compliance

Ensure adherence to legal, regulatory, and policy requirements under GDPR, Health and Safety, Employee Code of Conduct and in your area of expertise by identifying opportunities and risks, and escalating issues as necessary.

Person specification

Your application form needs to demonstrate how you fulfil the role's requirements. It is essential to address the criteria, as this will be used to evaluate your suitability for the position.

Essential and desirable criteria

Essential: the basic requirements that must be met for someone to be considered for a particular job. These criteria are mandatory and cannot be negotiated. Essential criteria directly impact the core qualifications or skills necessary to perform the job effectively.

Desirable: the additional qualities, skills, or qualifications that would be advantageous for a candidate to possess but are not mandatory. Not meeting them does not automatically disqualify someone from consideration for the job. This also allows candidates who do not possess certain desirable criteria the opportunity to explain how their other knowledge, experience and skills relate to these and what they may be in the process of doing or willing to do to achieve these.

Knowledge, experience, and skills (No more than 12 is advised – use 'tab' to create a new line when needed)

Point	Criteria description	Essential/desirable
1	A relevant professional qualification (or at least to NVQ level	Essential
2	A wide range of experience of working with challenging young people aged 10 - 24 involved in the criminal justice system and their families with the ability to evidence a 'what works' practice base.	Essential
3	Demonstrable experience of managing risk and vulnerability in youth and adult justice settings and of working with young people involved in gangs and group offending.	Essential
4	Experience of undertaking needs assessments and developing a holistic package of support based on identified needs and using the Lead Professional and Team around the Young Person or Family approach.	Essential
5	Experience in carrying out detached and outreach work with young people and adults in the community and community engagement work which will include, working unsociable hours.	Essential

Point	Criteria description	Essential/desirable
5	Proven ability to form and maintain appropriate positive relationships and of maintaining professional boundaries with young people, parents, staff and volunteers	Essential
7	Knowledge and understanding of criminal justice legislation and guidance with a specific reference to young people and young adults.	Essential
8	Ability to form positive relationships with challenging young people and their families involved in Anti-Social/Offending behaviour and develop plans of intervention that prevent offending.	Essential
9	Knowledge of current policy and practice relating to vulnerable young people and young adults with specific reference to youth offending, gangs, Priority and Prolific Offenders, Contextual Safeguarding issues and substance misuse.	Essential
10	Experience of undertaking needs assessment and developing holistic packages of support based on identified needs.	Essential
11	Knowledge of the risk factors for young people / young adults associated to negative outcomes together with an awareness of the challenges linked to transition arrangements in relation to youth violence and offending.	Essential
12	Experience of delivering gang and offender management interventions from a range of statutory and community settings that reduce risk and offending.	Essential
13	To work with individuals and groups and families to deliver targeted interventions that foster effective working relationships with education providers and employers in order to promote young people's/ adults successful engagement in education, training or employment.	Essential
14	Understands how abuse and neglect, including experiencing parental domestic abuse affects young people's ability to learn and develop positive personal relationships and their sense of belonging and how trauma-based practice can help	Essential

Point	Criteria description	Essential/desirable
15	Has a good knowledge and understanding of how vulnerability, grooming and exploitation starts and escalates	Essential
16	Understanding of the issues that impact on the lives of young people, particularly vulnerable and disadvantaged groups, and have a good knowledge of the risk and protective factors that impact on crime, anti-social behaviour and drug misuse	Essential
17	An ability to plan, review and evaluate interventions that respond to risk factors to prevent further offending within a framework of effective practice.	Essential
18	Ability to maintain clear accurate records and to utilise Management Information Systems such as Child View, Delius and social care case management systems.	Essential
19	Highly developed oral, written and numeracy skills. Ability to communicate in a way which meets the needs of diverse audiences and advocates for service users when appropriate.	Essential
20	Knowledge and understanding of London Child Protection Procedures and Working Together to Safeguard Children.	Essential
21	Ability to work with the London Borough of Islington Police and Procedures with a strong focus on Child Protection and Equal Opportunities policies.	Essential
22	Ability to adhere to the Council's Dignity for All policy.	Essential
23	This role will require you to obtain an Enhanced satisfactory clearance from the Disclosure and Barring Service (DBS).	Essential
24	To Hold a current, clean and valid driving licence for use within the UK and have undertaken or be willing to undertake a relevant test and to drive work vehicles.	Essential
25	This post is subject to random and Just Cause Drug and Alcohol Testing	Essential

Our accreditations



Our accreditations include Disability Confident Leader, The Mayor's Good Work Standard, London Living Wage Employer, Stonewall Diversity Champion, and Employer with Heart.