

JOB DESCRIPTION

Job title	Violence Intervention Coach – Reach Custody Project
Department	Substance Misuse and Public Health Business Unit– Partnerships Team
Reports to	Team Leader
Grade	Grade 3

Job purpose	<p>To support the delivery of the Reach Custody which is a custody based intervention targeted at at-risk young people.</p> <p>The Violence Intervention Coach (VIC) will be primarily based at the police station and therefore must be able to pass police vetting.</p> <p>The role will be to support young people who have been brought into police custody suites for violence offences, weapon carrying, being involved in a gang or criminal exploitation. Young people who fit the eligibility criteria will be identified and will have an opportunity to meet a VIC who will encourage young people to take up the offer of intensive mentoring support in the community.</p> <p>With those young people who agree to take part in the project the VIC will engage them in the spaces they feel comfortable (e.g. at home, in street-based environments, leisure centres) to identify their needs, strengths and aspirations. Together you will work alongside the young person to support and mentor them and act as a positive role model. Part of the mentoring process will include helping the young person to identify and realise alternative aspirations including education, training, employment and recreational activities.</p> <p>The VIC will also collaborate with specialist organisations to facilitate access to sport and recreational activities and education and training and employment opportunities. The overall aim of the project is to break the chain of youth violence in our community and provide positive and personalised opportunities for young people involved and at risk of violence.</p> <p>The role provides support in custody suites 7 days a week 10am to 11pm for those young people who have been involved in violence-related offence, weapon carrying, gang activity or child exploitation. The role will involve shift work over a 7 day period.</p>
Key accountabilities	<p>Work flexibly in a variety of Leicester police custody suite settings by:-</p> <ul style="list-style-type: none"> • To visit with young people in custody who may have been involved in violence, gangs or exploitation • Work intensely with young people in and out in the community to deliver positive outcomes • Act as role model and provide emotional and practical support • Develop strength based support plans with individuals that are comprehensive, person-centred and individualised based on a clear assessment of that individuals needs and circumstances using tools available

	<ul style="list-style-type: none"> • Involve individuals and their families / advocates in the planning of the individuals support • Completing accurate, person-centred and individual risk assessments • Facilitate access to an encourage participation in sports and recreational activities and education, training and employment opportunities. • Where required referring and encouraging the young person to engage with other specialist services such as substance misuse • Work intensely with young people in and out in the community to improve their positive support networks • Ensuring appropriate information sharing regarding the young person is made to relevant partners • Where appropriate to make relevant safeguarding referrals • Ensure confidentiality of the young person • Complete timely entries on Turning Point case management system (CIM) using Turning Point case note template • Liaise with other professionals for advice and guidance where applicable • To robustly adhere to Turning Points Lone Working Policy. To ensure Line Manager aware at all times of workers whereabouts • To engage with the families and carers of the young person and develop a support network around them • Develop strength-based support plans with individuals that are; comprehensive, person-centred and individualised based on a clear assessment of that individual's needs and circumstances using tools available • Involve individuals and their family/advocates in the planning of the individual's support. • Completing accurate, person-centred and individualised risk assessments.
	<p>Deliver excellent person-centred interventions with individuals for whom we provide support</p> <ul style="list-style-type: none"> • Using motivational interviewing skills to build relationships with young people and encourage ownerships of the own goal-planning • Developing a support plan to support individuals engagement with other agencies • Regularly reviewing and, where required, updating assessment and risk assessments. • Providing person-centred, trauma-informed care that reflects the rights, preferences and choices of individuals in an environment that is safe, healthy and maintains the individual's dignity and well-being. • Providing an environment that is free from abuse or neglect, observing agreed safeguarding practices. • Developing a support plan to support engagement in sports and recreational activities and education, training and employment opportunities. • Using motivational interviewing skills to build relationships with young people and encourage ownership of their own goal-planning • Engaging in regular 1-2-1 supervision and clinical team meetings
	<p>Ensure that the agreed quality objectives are met by prioritising, planning and organising own workload with reference to project plans agreed with your Enhanced Worker/Team Leader.</p>

	Contribute to effective financial management in own role by carrying out day to day activities and making workplace decisions that reflect an understanding of costs.
	Contribute to growth and business development plans by being an advocate for Turning Point to clients, their families, stakeholders and other external contacts and partners through delivering on commitments and presenting TP in a positive image.
	Observe Turning Point's information management strategy by;- <ul style="list-style-type: none"> Ensuring all data and information relating to own clients is accurate and shared in the appropriate way with key stakeholders, and within a timely manner due to working with high-risk, vulnerable clients. Inputting outcomes data and other information into corporate systems in accordance with stated policies and procedures.
	Carry out day to day tasks in accordance with stated policies, procedures and regulations to assist the service achieve its compliance obligations.
	Assist the effective flow of information within the team, with managers and external parties by passing on and seeking information required, raising unresolved concerns and taking an active interest in TP's internal communications.
	Deliver on role performance commitments and seek to maximise own learning and potential, by seeking guidance, support, coaching and training and capitalising on the range of development opportunities provided by Turning Point in accordance with your Skill Profile.
	Project the desired image of Turning Point by;- <ul style="list-style-type: none"> Understanding and promoting TP's values Demonstrating our values through your own day to day behaviour.
	Ensure adherence to Turning Point confidentiality policy
	Undertake any other duties within your capabilities that are relevant to the job and reasonably requested of you by your manager.

Dimensions	Direct reports	None
	Total staff overseen	None
	Internal contacts	Team Leader/Enhanced Violence Intervention Coach. Some contact with managers in own service. Other Violence Intervention Coach Workers Police and Police Custody Staff
	External contacts	Advocacy services/other professionals involved in young person's journey
	Planning horizon	Short term planning of own work in accordance with project plans agreed with more senior staff.
	Problems solved	Client presenting issues with input from enhanced worker/team leader when appropriate. Making independent decisions on client interactions within agreed policies, processes and procedures.
	Financial authority	To deliver role with an understanding of financial constraints.

PERSON SPECIFICATION

Job title	Violence Intervention Coach	
Personal effectiveness	Essential <ul style="list-style-type: none"> Relationship building and engaging /working with children and young people Proven verbal and written communications that can be modified to different situations Collaborative team working skills Adaptable and resilient to work in a changing and challenging environment Ability to deliver against agreed goals, targets and outcomes. Ability to work on own initiative whilst providing home visits and satellite working Problem-solving abilities to be able to work through challenging situations and complex clients 	Desirable <ul style="list-style-type: none"> Coaching skills to support successful outcomes both with clients and colleagues Mentoring experience Access to transport
Technical effectiveness	Essential <ul style="list-style-type: none"> Caseload management Able to deliver client interventions in a person- centred way Demonstrable skills and knowledge in assessing risk presented by clients to themselves and others Harm reduction, suicide and self-harm awareness Mental health and wellbeing awareness Wide and flexible range of client interventions Management of incidents of a violent or aggressive nature Trauma informed practice Cultural competency 	Desirable <ul style="list-style-type: none"> Psycho-social interventions for including motivational Interviewing and node link mapping Secure knowledge of youth violence and knife crime, weapon carrying, gang involvement and child exploitation, specifically to the community of Leicester, Leicestershire and Rutland