

JOB DESCRIPTION

Job title	Violence Intervention Project Worker
Department	Substance Misuse and Public Health Business Unit– Partnerships Team
Reports to	Senior Recovery Worker or Team Leader
Grade	Grade 3

Job purpose	<p>To support the delivery of the Violence Intervention Project through providing opportunistic engaging interventions to individuals aged 16-25 admitted to hospital as a result of knife crime or other youth related violence. The role will support young people to make positive changes to their lives and engage in community based services aimed at supporting them to move away from involvement in violence.</p> <p>The role provides support in Leicester hospitals 7 days a week for those young people who may be affected by knife crime or other violence. This role will involve shift work over a 7 day period.</p>
Key accountabilities	<p>Work flexibly in a variety of Leicester hospital settings to create care and support plans that meet the needs of the service/project and individuals in by:-</p> <ul style="list-style-type: none"> • Emergency Department Liaison – including referrals from hospital departments and delivering awareness sessions around violence and knife crime • Developing key relationships with internal/external/community partners so that young people can be supported to access the very best support available to them • To visit with young people who present or have been brought into Accident and Emergency (A&E) with stab wounds or as a victim of violence: to give support and harm reduction advice and encourage engagement with community services. Refer into treatment where applicable • Work intensely with young people in hospital and out in the community to improve their positive support networks • Liaise with medical and ward staff to ensure best possible support for those young people as per University Hospitals Leicester (UHL) pathways • Liaise with relevant agencies where a young person who is already working partners has been admitted, to update and support them whilst in hospital. • Ensuring appropriate information sharing regarding the young person is made to relevant partners and hospital staff • Where appropriate to make relevant safeguarding referrals • Ensure confidentiality of the young person • Complete timely entries on Turning Point case management system (CIM) using TP case note template and in hospital written clinical notes and to be able to verbalise with clinical staff plans for young person • Liaise with other professionals for advice and guidance regarding referrals, admittance and frequent flyers • To robustly adhere to Turning Points Lone Working Policy. To ensure Line Manager aware at all times of workers whereabouts • To engage with families and carers of young persons that are subject to violence • Develop strength-based support plans with individuals that are; comprehensive, person-centred and individualised based on a clear

	<p>assessment of that individual's needs and circumstances using tools available</p> <ul style="list-style-type: none"> • 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"> • Delivering brief interventions to individuals whilst in the hospital • Developing a support plan to support individuals engagement with other agencies • Following up with young people after discharge from hospital to support and mentor them to engage in community based services • Regularly reviewing and, where required, updating assessment and risk assessments. • Providing person-centred 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. • 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 Senior Recovery Worker/Team Leader.</p>
	<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.</p>
	<p>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.</p>
	<p>Observe Turning Point's information management strategy by:-</p> <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. • Inputting outcomes data and other information into corporate systems in accordance with stated policies and procedures.
	<p>Carry out day to day tasks in accordance with stated policies, procedures and regulations to assist the service achieve its compliance obligations.</p>
	<p>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.</p>
	<p>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.</p>
	<p>Project the desired image of Turning Point by:-</p> <ul style="list-style-type: none"> • Understanding and promoting TP's values • Demonstrating our values through your own day to day behaviour.
	<p>Ensure adherence to Turning Point confidentiality policy</p>

	Undertake any other duties within your capabilities that are relevant to the job and reasonably requested of you by your manager.
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Dimensions	Direct reports	None
	Total staff overseen	None
	Internal contacts	Team Leader/Senior Recovery Worker. Some contact with managers in own service. Other VIP Workers Clinical staff across the hospital
	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 senior 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 Project Worker	
Personal effectiveness	Essential	Desirable
	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • Coaching skills to support successful outcomes both with clients and colleagues • Lived experience of involvement with the criminal justice system • Access to transport
Technical effectiveness	Essential	Desirable
	<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 • Wide and flexible range of client interventions • Management of incidents of a violent or aggressive nature 	<ul style="list-style-type: none"> • Psycho-social interventions for including motivational Interviewing and node link mapping