

PATH Traineeship Profile



The 'PATH Traineeship' is a Positive Action Training Project of PATH Yorkshire with the objective of addressing the under-representation of Black, Asian and Minority Ethnic (BAME) communities.

Applicants must also be: British National/ EU National/ With Indefinite Leave to Remain in UK/ Refugee Status.

Applications must be submitted to PATH Yorkshire. Selection will be done by Leeds Youth Justice Team and PATH Yorkshire.

Applicants will be notified of the outcome of their respective applications.

Traineeship Role	Youth Justice Worker
Training Allowance	£12,500 per annum
Placement Organisation	Leeds Youth Justice Service, Leeds City Council
Reports to	Practice Manager and PATH Coordinator
Hours/Days Required	35 hours per week, Monday to Friday
Duration	Up to 1 year
Special Requirement	DBS check prior to start
How to Apply	Complete a PATH Traineeship Application Form and email to info@pathyorkshire.co.uk
CLOSING DATE	Friday 27th September 2019, 4pm

Interviews will be held on Friday 11th October 2019.

About the Placement Organisation

Leeds Youth Justice Service (LYJS) work with children and young people aged 10 to 17 years who have offended and help prevent them getting into further trouble. LYJS work with a variety of organisations, young people, parents and carers to:

- Support children and young people and prevent them from offending
- Reduce the risk of further offending by young people and help them face up to the consequences
- Work with and support victims of youth crime
- Support young people who are bailed by the courts, during sentence and on release
- Supervise young people on court orders
- Assist with arrangements for a young person remanded to Local Authority care by the courts
- Assist parents through voluntary support

Purpose of Traineeship

Working with young people and their families to reduce their risk of offending or re-offending, in accordance with relevant legislation, National Standards for Youth Justice and the Youth Justice Plan for Leeds. The successful candidate will work towards the completion of a relevant academic qualification while on the training programme which will be based on their previous experience and qualifications.

Responsibilities

1. To provide services to a wide range of young people who offend or who are at risk of offending.
2. To plan, develop, co-ordinate and deliver programmes of focused work to young people on a group and individual basis, including those subject to intensive supervision.
3. To work with the families of young people who offend to improve outcomes for the family
4. To work in a restorative manner with young people and their families, with high challenge and high support
5. To work in an anti-oppressive manner, promoting equality and ensuring that diversity issues are addressed
6. To take account of the views and interests of victims and the wider community
7. To hold cases as appropriate including planning, reviewing and delivering all aspects of the contract or plan.
8. To undertake thorough and effective assessments of young people, with particular regard to the risk of offending and level of harm posed to the public in accordance with YJS risk, vulnerability management and safeguarding procedures. This will include completion of the appropriate specialist risk assessment tool.
9. To ensure effective liaison with specialist workers, other YJS staff and partner agencies.
10. To maintain effective, accurate and timely administrative systems including the keeping of records, writing of reports and provide information necessary for statistical and monitoring purposes.
11. To enable young people's participation in all aspects of service delivery.
12. To work co-operatively and restoratively as part of a team.
13. To work flexibly, including evenings and weekend work as required, to meet the needs of young people.
14. To participate in training and development activities as necessary to ensure up to date knowledge and skills.
15. To comply with the requirements of all Leeds City Council and Departmental policies, procedures and staff instructions, including responsibilities under the Health and Safety policy and procedures.
16. To undertake other duties as appropriate as required by the Service.

SELECTION CRITERIA

Use these selection criteria to guide your answers in the COMPETENCY STATEMENT section of the PATH Traineeship Application Form.

ESSENTIAL CRITERIA (below) – necessary requirement for you to be considered or given a chance for an interview.

DESIRABLE CRITERIA (below) - NOT necessary but will be an advantage.

SKILLS & COMPETENCIES	Essential Criteria	Desirable Criteria	Method of Assessment
Good verbal and written English skills	✓		Application & Interview
A good working level of IT skills including Word, Excel, Outlook and online research	✓		Application & Interview
Ability to communicate with and relate to young people using a variety of different methods.	✓		Application & Interview
Ability to establish relationships and maintain effective dialogues with young people with a view to changing their behaviour positively.	✓		Application & Interview
Ability to identify and respond to the needs of young people.	✓		Application & Interview
Ability to support young people in tackling problems and taking appropriate action.	✓		Application & Interview
Ability to challenge discrimination, prejudice and oppressive behaviour.	✓		Application & Interview
Ability to understand the victim's perspective.	✓		Application & Interview
Ability to work in ways which promote equality of opportunity, participation and responsibility.	✓		Application & Interview
Ability to undertake appropriate risk assessments.	✓		Application & Interview
KNOWLEDGE & UNDERSTANDING	Essential Criteria	Desirable Criteria	Method of Assessment
Basic knowledge of the Criminal Justice System	✓		Application & Interview
Basic knowledge of the Children's Act (childcare legislation)		✓	Application & Interview
Knowledge of the Youth Justice System, related legislation and National Standards.		✓	Application & Interview
Knowledge of the problems of disadvantaged groups.		✓	Application & Interview
Understanding of issues affecting young people and why some young people offend.	✓		Application & Interview
Understanding of children's rights		✓	Application & Interview
Knowledge of a range of effective interventions with young offenders.		✓	Application & Interview
Understanding of Health and Safety Issues		✓	Application & Interview
EXPERIENCE	Essential Criteria	Desirable Criteria	Method of Assessment
Direct experience of working with young people.	✓		Application & Interview
Experience of involving young people in the decision making process.	✓		Application & Interview
Experience of enabling young people to access and use information and make decisions.	✓		Application & Interview
Experience of working proactive with a team and multi agencies	✓		Application & Interview
Experience of working with young offenders.		✓	Application & Interview
BEHAVIOURAL & OTHER RELATED CHARACTERISTICS	Essential Criteria	Desirable Criteria	Method of Assessment
Self-motivated and enthusiastic with positive attitude to work	✓		Application & Interview
Flexibility and adaptability at work place, with ability to prioritise work and meet deadlines	✓		Application & Interview
Ability to participate in disciplinary proceedings against young people who fail to comply with requirements.	✓		Application & Interview
Able to actively participate in meetings, training and development activities to ensure up to date knowledge and skills.	✓		Application & Interview

Ability to understand and observe Leeds City Council's Equal Opportunities Policy.	✓		Application & Interview
Able to carry out all duties with regard to the Employee's Responsibility under Leeds City Council's Health and Safety Policies and Code of Conduct	✓		Application & Interview
Commitment to non-judgmental work practice	✓		Application & Interview
Commitment to self and team development	✓		Application & Interview

METHOD OF ASSESSMENT (MoA)

A: Application Form

I: Interview

C: Certificate

T: Test

Disclaimer

- Training Allowance is exempt from Tax and National Insurance.
- PATH Traineeship is a work-based training/placement and not considered as employment.
- No job guarantee at the end of the placement period.

RISK ASSESSMENT

A. Client Groups, the trainee will work with *

General Public

Housing Tenants

Other Agencies

Children

People with learning difficulties

Clients in their own home resident or hostel

B. Physical Conditions:

1. Work is conducted in the main *

Indoors

Outdoors

Sitting

Standing

Walking

Office Accommodation

2. The training will involve *

Lone Working

Working out on the Estate

Working underground

Climbing

Working on the Counter

Working in Void Properties

Bending

Manual Handling tasks

Working in confined spaces

Stretching

Working at Heights

Contact with discarded needles

Driving

Potentially working in a smoking environment

Cash Handling

Use of Display Screen Equipment

C. Controls to minimise hazards:

The following specialist equipment will be provided for the traineeship.

Personal Protective Equipment	Not applicable
Protective Clothing	Not applicable
Type of Vehicle (other than car)	Not applicable
Other equipment used	Not applicable

We want all our trainees to work in safe and healthy conditions. In accordance with health and safety legislation – all trainees have a duty to act responsibly and to do everything they can to prevent injury and ill health to themselves, colleagues and clients.