

PATH Internship Profile



The 'PATH Internship' is a Positive Action Training Project of PATH Yorkshire, which uses positive action under the Equality Act 2010 to address under-representation and disadvantage in the labour market. The programme is designed to support people aged 18 and over from ethnically diverse communities and is therefore open to applications from minority ethnic backgrounds.

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 PATH Yorkshire and Leeds Youth Justice Services, Leeds City Council.

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

Traineeship Role	Youth Justice Worker
Training Allowance	£17,500 per annum, pro rata
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	Enhanced DBS Check
How to Apply	Email your CV with Cover Letter to: info@pathyorkshire.co.uk
CLOSING	Monday 1st December at 5.30PM

Interviews will take place from 8th January.

About the Placement Organisation

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

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

Purpose of Traineeship

Working with children 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.

Responsibilities

1. To provide services to a wide range of children who offend or who are at risk of offending.
2. To plan, develop, co-ordinate and deliver programmes of focused work to children on a group and individual basis, including those subject to intensive supervision.
3. To work with the families of children who offend to improve outcomes for the family
4. To work in a restorative manner with 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 children, 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 children'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 Internship 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 children using a variety of different methods.	✓		Application & Interview
Ability to establish relationships and maintain effective dialogues with children with a view to changing their behaviour positively.	✓		Application & Interview
Ability to identify and respond to the needs of children.	✓		Application & Interview
Ability to support children 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 children 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 children.	✓		Application & Interview
Experience of involving children in the decision making process.	✓		Application & Interview
Experience of enabling children 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 children who offend.		✓	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 children 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

- PATH Internship is a work-based training/placement and not an employment.
- No job guarantees 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.