

Job Description

Multi Risk Sessional Worker

Minimum 5 hour contracts (evenings and weekends)

Salary: £9.75 per hour

Includem in collaboration with the Youth Health Service are delivering support across 9 venues in Glasgow. The support is provided at fixed times in the evening from these venues. There is also an element of outreach work required.

You will contribute to the provision of relationship-based support delivered to young people and families in the venues and in communities. You will achieve positive outcomes in line with the values and principles of Includem.

Purpose & Context of Role

You will work alongside the Youth Health Service team to support young people and families. You will understand and respond to individualised needs to improve outcomes in line with GIRFEC principles and Includem's model of support.

You will contribute to effective service delivery to young people by managing outcomes for young people through use of line managers, colleagues and organisational tools, processes, policies and procedures.

Service Delivery

- Support build relationships and deliver outcome based support to young people and families, involving all key stakeholders.
- Support the availability for allocated venue times and engage young people within a community setting.
- Explore values and attitudes with young people in a supportive manner, to affirm and validate their feelings and ideas, and nurture and confirm their learning
- Communicate with Multi Risk workers to actively contribute to case progression and provide feedback to help young people and families recognise progress.
- Identify the signs of when a child, young person or family may be at risk and follow Includem's and the Youth Health Service's escalation processes.
- Offer support and generate solutions where required, with risk enablement being at the heart of professional judgement and decision making supported by a manager.

People

- Develop an understanding of the different coping mechanisms that young people and their families use to deal with stress and high emotions, and to respond appropriately
- Demonstrate professional resilience when providing support with sensitive or challenging issues

- Contribute to a strengths-based approach to empower individuals facing adversity to find solutions and make positive changes, and communicate with colleagues to ensure resources are in place to sustain these changes
- Establish mutually trusting, open and non-judgemental relationship with young people and their families
- Work as part of a Multi-Disciplinary team including Includem, NHS and LifeLink
- Respect and value the contribution of wider stakeholders and the delivery of Includem services
- Be part of the team offering support to young people within their own communities and support them to access resources locally

Influence

- Ensure young people and families are empowered to make informed choices
- Support young people and families to effectively communicate
- Support the plan in place for young people to positively influence progression towards their goals.
- Reflect on practice, share learning and promote continuous practice improvement.
- Understand the Includem framework of intervention and the key aspects of the service delivery model.
- Role model appropriate practice standards and professional boundaries to others.
- Ensure contribution to a high quality service is delivered to young people and families,
- Demonstrate understanding of your impact on people and how they might see you.

Resources

- Contribute to consistent delivery of services at venues across the city of Glasgow for 50 weeks of the year.
- Liaise with manager and plan in advance to ensure availability for planning and delivery of Multi Risk services.
- Maintain and produce accurate and timely records.
- Ensure support is delivered in line with Includem's Policies Procedures, Scottish Social Services Council Codes of Practice & National Guidelines (NHS)

Quality Assurance

- Accountable for the quality of your work and be able to evidence this work effectively.
- Actively participate in formal supervision and continuous professional development.
- Generate creative and new solutions to issues faced by young people and families.

Multi Risk Sessional Worker - Person Specification

Essential Criteria	Method of Assessment		
	Application Form	Group Stage Interview	Individual Interview
Skills & Experience <ul style="list-style-type: none"> Experience of effectively engaging vulnerable young people and families who are likely to have faced challenging life circumstances, and supporting them to achieve positive change. Ability to recognise situations in which people are in crisis or at risk and able to use support to determine appropriate interventions Ability to respond flexibly to changing situations led by the needs of young people and families Excellent organisational and planning skills Effective team player who is also confident working independently Self-motivated and flexible Ability to provide emotional, practical and social support to young people and families Excellent communication skills, both written and verbal Ability to routinely evidence practice, including reporting and recording Reliability and commitment to deliver the relationship-based model of intervention Ability to drive and have access to a car for work purposes 	✓ ✓ ✓ ✓	 ✓ ✓ ✓ ✓ ✓ ✓	✓ ✓ ✓ ✓ ✓ ✓
Education/Qualifications Willing to work towards SVQ Level 3/appropriate professional qualifications for SSSC registration.	✓		

Values & Behaviours Ability to demonstrate, understand apply our organisational values which are clearly aligned to the SSSC Codes of Practice. These are embedded in all roles and applicants must evidence their attitudes/behaviours as part of the application process: - <ul style="list-style-type: none"> • Respect • Collaboration • Participation and Dignity • Empowerment <ul style="list-style-type: none"> • Have a passion to support young people to reach their full potential 	√	√	√
Desirable Criteria SVQ Level 3 within a relevant discipline (recognised by SSSC)	√		