

Bristol Drugs Project

Job Description: New Leaf Project Worker

Accountable to the Chief Executive, through the Community Services Manager.
Supervised by the Community Services Manager.

1 Job Purpose

Following funding from the CHK Foundation and successful pilot to work within the BDP Youth Team to deliver, New Leaf. New Leaf through a specialist youth worker will support young people adversely affected by cannabis use.

You will build relationships with the most vulnerable young people for whom current services are too inflexible and short-term. This project will mean that young people will benefit from a service that extends to a maximum of 6-months support. The target will be young cannabis users most at risk from Child Criminal Exploitation, Child Sexual Exploitation, Anti-Social Behaviour and Serious Youth Violence, including knife crime

Low threshold, evidence-based therapeutic interventions will be delivered to encourage a therapeutic alliance and maximise opportunities for change.

Your knowledge of drug and alcohol use will inform the work of project partners. Including Safer Options and other Bristol responses to Serious Youth Violence.

2 Principal Accountabilities

- 2.1 To assess and respond to young people's need for alcohol and drug support. (CS32; AD1.2012, SCDHSC0036, AF1.2012, AF2.2012, AF3.2014, CS1.2015)
- 2.2 To provide a range of services; Information, Advice and Guidance (IAG), group work and evidenced based 1:1 interventions (MI, BSFT) to young people aged 11-19 who are at greater risk to the effects of cannabis and other drugs (including alcohol), that reduces use, supports cessation of use, reduces harm and reduces the risk of other risk-taking behaviours. (CS33, AH102014, CHDHA3. AH10.2014.A11.2012)
- 2.3 To ensure the development and implementation of young people-informed action plans, with dynamic caseload management; proactively reviewing interventions to meet the breadth of needs of young people and rewarding progress as appropriate. (CS5.2015, CS6.2015, CS7.2015)

- 2.4** To actively use supervision, reflective practice and peer meetings to ensure the capacity to meet the emerging needs of young people.
- 2.5** To promote targeted interventions that support and facilitate knowledge and choices for young people. (PE5)
- 2.6** To provide onward signposting to all relevant support services, promoting referrals to youth services e.g. Targeted Youth Support (and partners) and support appropriate pathways to Young People's Specialist Substance Misuse Treatment Service, Drugs and Young Peoples Project and ROADS Transitions.(AA1.2014, CS11.2015,LS1AG12, SCDHSC0386).
- 2.7** To design and deliver targeted peer group workshops to young people using substances. (AD1.2012, AI3.2012).
- 2.8** To safeguard young people and commit to working within agreed policies and procedures and as appropriate in a Whole Family Working approach. (SCDHSC0034, SCDHSC0044, CS17.2015)
- 2.9** To be proactive and take responsibility to reach and respond to all populations of young substance users. (CFAM&LCA1)
- 2.10** To actively promote the service through networking and events and liaise and build relationships with appropriate staff where a service is delivered or who work with young people who can be referred to the service. (CHS174, CGS177, SCDHSC0437)
- 2.11** To provide support, consultancy and training for other professionals across the City, to help facilitate appropriate referrals and raise confidence and awareness in staff where substance misuse and additional risks is a factor for the young person. (AD1.2012)
- 2.12** To establish and maintain effective liaison with staff in all relevant agencies e.g. Safer Options and other Serious Youth Violence responses in Bristol, Young People's Specialist Substance use Treatment Service, TYS, TYS Partners, Schools, Alternative Education providers, Youth Offending Team, Children's Services including Families in Focus and other relevant people and agencies in order to effectively receive referrals and respond to local need. (GEN27)
- 2.13** To develop a flexible approach for working with young people that combines relationship building with young people, co-working with other professionals and dovetailing interventions in a step in/step out approach with young people. (CS19.2015, HSC3100)
- 2.14** To develop and deliver proactive, innovative, effective, evidence-based engagement and interventions for young people in informal settings; harnessing

in-reach, detached and outreach methodology, events and community organisations to offer both 1:1 and group work interventions in order to promote the service, promote informed choice and reduce risks for young people.

- 2.15** To where appropriate offer communication opportunities, initial support and signposting to longer term support for the parents and carers of young people.

3 Dimensions

3.1 Finance

Limited financial responsibilities with responsibility for co-ordinating payment for agreed rewards for young people for successful project interventions.

3.2 Staffing

Primarily working within BDP Youth Team, working, collaboratively with youth organisations as required across the city.

3.3 Environment

- 3.3.1** Based across the city; responding to the differing needs of localities and harnessing the most effective methods to engage young people e.g. Outreaching into alternative education facilities, local community organisations and informal settings.

- 3.3.2** Hours of work: 26.25 hours working week or pro rata proportion of. Regular out of hours commitment, including evenings and weekends, are required as part of normal working hours for this post. Working patterns will need to be flexible and are expected to change in order to provide a service that meets the needs of young people.

3.4 Technology

A standard level of involvement with office equipment, including routine use of a project spreadsheet and database (GEN117)

4 Supervisory Responsibilities

- 4.1** To provide general supervision to sessional workers and volunteers, as appropriate. (SFTMVD2)

5 Qualifications and Experience

These are set out in the Person Specification.

6 Context

6.1 Key Contacts

Inside the agency: staff and volunteers.

Outside the agency: Safer Options and other Serious Youth Violence responses, Children's Services including Families in Focus teams, Schools, other educational providers, CYN TYS staff, TYS Partners, Young Peoples Specialist Substance Misuse Treatment Service, Drugs and Young People Project, Youth Offending Team, other agencies working with young people.

7 Scope for Impact

7.1 Decisions that can only be made with reference to line management.

Anything with financial implications; significant service development; changes to policy; representing BDP to the media or other organisations.

7.2 Decisions that can be made without reference to line management.

Detailed operational matters.

8 Special Notes or Conditions

Appointment subject to an Enhanced Disclosure and Barring Service check.



Person Specification: New Leaf Project Worker

The person appointed to this post will be able to demonstrate that they have acquired (or, where appropriate, has the potential to develop) the following. Where experience is required this is clearly indicated.

Essential Criteria for this post include:
<u>Personal Qualities</u> <ul style="list-style-type: none"> • Empathy • Non-judgemental approach • Welcoming • Empowering
<u>Competencies and Skills</u> <ul style="list-style-type: none"> • Ability to motivate young people and encourage them to make positive choices and develop clear strategies to reduce risk • Experience of networking/liaison with other agencies • Good communication and counselling skills • Positive relationship building with young people and professionals • Ability to demonstrate experience of working on own initiative, including time management, taking decisions where required • Group-work skills • Presentation and training skills • Proven activity recording (hard copy and electronic) and report writing skills • Planning and organisational skills • Ability to work collaboratively within a team
<u>Experience & Knowledge</u> <ul style="list-style-type: none"> • Minimum of 2 years direct experience of working with young people under 18, in either/both 1:1 capacity or on a group delivery basis • Minimum of 1 years' experience of working with drug and alcohol users, or past personal experience of problematic substance use • Knowledge of the Children Act/Safeguarding Procedures and issues relating to young people's drug and alcohol use and other risk behaviours • Knowledge and understanding of the impact that drug and alcohol use has within different Bristol communities • Knowledge of Serious Youth Violence measures in Bristol
<u>General</u> <ul style="list-style-type: none"> • A valid driving licence and transport. • Ability to work within a harm minimisation framework. • Commitment to BDP's Equalities Policy and Code of Practice.
Desirable criteria for this post include:
<ul style="list-style-type: none"> • A relevant qualification, e.g. Substance Misuse, Youth & Community Work, Social Work Nursing, Relevant NVQ (Level 3 or higher). • Understanding of trauma informed approaches and ACE

- Past personal treatment experience of problematic alcohol/ drug use with 2 years substance free in the community.
- Fluent in a South Asian, East European or other language widely spoken by Bristol's population.