

Job Description - Headstart Kernow Youth Facilitator

Purpose:

These will be caseworkers with a focus on individuals and direct delivery.

Main Responsibilities:

- Direct work with individuals and groups who have been referred into the Headstart face to face service (*caseload to be confirmed*)
- Offering 1 to 1 and family support in the school/community or home;
 - A holistic assessment of the young person's needs and strengths, including baseline outcomes measures
 - Set (and review) collaborative goals with a young person and develop a shared (care) plan to achieve these
 - Identify additional support the young person may need in school and work in collaboration with school to establish this
 - Identify and support young person to access activities in their local community, or targeted projects such as Wave or Remembering our Roots, or work experience/volunteering opportunities for example
 - Identify needs within the family to enable them to support their young person effectively
 - Identify any more specialist service requirements and liaise with other services to ensure this is in place – e.g. CAMHS, Hear Our Voice, Kooth, Wellbeing Practitioners, Clear, ISVA, Wrasac. To include referral and multi-agency processes, undertaking early help assessment for example.
 - Assuming the role of Lead Professional where required
 - Identifying safeguarding needs and taking action to ensure appropriate support is in place.
 - Reviewing outcomes measures and progress towards goals
- Direct delivery of low intensity interventions to young people – active listening and support, information-giving, educating around mental health, emotional wellbeing and relationships (including neuroscience!); problem-solving, motivational interviewing and solution-focused approaches; anxiety and stress management, positive coping strategies, relaxation and emotional regulation techniques for example; delivery of TIS UK approach.
- Family work – information, advice and education to the family, developing strategies and support plans with the family, working with family to identify and address additional needs and providing support to access help for these e.g. Together for Families, Debt advice; food bank, support re ECH plans etc
- Supporting young person and family to engage in multi-agency processes – i.e. TAC or CHIN meetings
- Providing phone support and advice to families and young people
- Participate in multi-disciplinary meetings to triage and assess needs of YP, availability of services and either work directly with the YP or support them to access other provision (CAMHS, mentoring, groups, KOOTH).

- Signpost to WP, Mind Your Way provision (including mentors) and Primary Mental Health workers group provision, plus any other appropriate provision or services available
- Enable young people to be actively involved and coproducing the planning, delivery and evaluation of the Headstart Youth Facilitators program.
- Support young people to gain skills and understanding of their rights and responsibilities and translate these into action.
- Support and enable young people aged 10-16 to have an active role and influence within their communities encouraging their involvement and participation in a range of community, locality & county based and decision making activities
- Support young people to influence change, linking with local decision making through existing networks including town / parish councils, reference groups and forums such as CAMHS, SEND boards and link with Your Way participation and One Vision participation strategy
- Develop care/health passports/app with young people with Marketing & Communications Worker
- Work with the Mind Your Way groups worker to deliver a rolling series of group work interventions either in schools or in the community. The school groups should be co-delivered with school staff and could cover, for example, emotional wellbeing, exam stress, self- esteem, healthy relationships and building emotional resilience.
- Deliver workshops for young people in schools or community groups – 1 or 2 hour sessions on mental health awareness, adolescent brain and mental health (in development), HSK workshops. Co-produce additional modules with young people.
- Deliver Youth Health Champions training to groups in school /community organisations – to support development of peer support models

Working Contacts:

- Schools Headstart Facilitator for individual cases
- Community Facilitators
- Together for Families - Could end up working within a team supporting a family
- Locality Teams
- Mind Your Way strands
- YIACS – Find Your Way and wider partnership



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Person Specification - Headstart Kernow Youth Facilitator

Skills, Experience and Attitude	Essential	Desirable
Degree level qualification and/or 2 years + experience in a relevant role – e.g. youth work, social work, health or education	x	
Good knowledge and understanding of children and young people’s mental health and experience of working with young people with mental health difficulties and/or complex needs on a 1 to 1 basis	x	
Experience of delivering and managing a caseload		x
Knowledge and experience of undertaking assessment and risk assessment	x	
Experience of collaborative and multi-agency working	x	
Experience of safeguarding and child protection, and awareness of the issues facing vulnerable young people including exploitation and abuse	x	
Knowledge and experience of evaluation, monitoring and reporting	x	
Knowledge of the processes that empower young people and experience of the participation and involvement of young people in service development	x	
Experience of working as part of a team, and also managing your own work in often isolated situations	x	
Willingness and ability to work outside of normal office hours to meet the needs of young people, volunteers, families and professionals	x	
Excellent interpersonal skills and ability to communicate effectively with young people, parents/carers and professionals	x	
Understanding of confidentiality, data protection, information sharing and safeguarding.	x	
Able to effectively engage young people and parents/carers from a range of backgrounds who may be experiencing difficulties	x	
Able to present sensitive information clearly to young people, parents/carers, schools and other agencies, and to advocate for young people	x	
A positive outlook, able to relate well to young people and families and show an understanding of the main issues that affect their lives	x	
A flexible, resourceful ‘can do’ attitude, that is responsive to the needs of young people and communities	x	
A positive non-judgemental attitude to young people’s mental health and an understanding of the importance of emotional well-being	x	



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A commitment to the rights of young people, and to collaborative working with young people.	x	
An understanding of and commitment to equal opportunities, and anti-discriminatory practice	x	
Recognise and value young people's skills, assets and abilities	x	
Self-awareness and an understanding of professional and personal boundaries and limitations	x	
Approachable, trustworthy, reliable and fair towards all staff and volunteers	x	
Able and willing to travel (car essential)	x	



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