Anti-Social Behaviour Support Worker
£25,951 - £32,486
Youth Offending Service, Washwood Heath or Kingsmere, Birmingham
1 Permanent role
1 Fixed term role 1 year

Working 36.5 hours per week The Youth Offending Service’s Anti-Social Behaviour (ASB) Support Team is a city-wide service with a staff team of four support workers and a Co-ordinator providing support across the five area Youth Offending Teams.

The team works in partnership with enforcement agencies such as WM Police, BCC Housing and Social Landlords to prevent anti-social behaviour by young people and their families and ensure that all ASB enforcement measures are not used without the consideration of appropriate support packages.

The team work with young people aged between 10-17 years subject to voluntary and statutory ASB sanction which include early warnings, Acceptable Behaviour Contract (ABC), Parenting Contracts, Gang and Civil Injunctions.

The team worker will have Court duties which will include completing the Breach and Positive Requirements Reports for all civil cases and be available to attend Court as and when required to explain and answer any question from the Judge with regards to the content of the reports. In cases of a young person receiving custody, ensure that welfare visits to the secure establishments are completed in a timely manner.

All parents of YP’s made subject to an ABC, where appropriate are offered parenting support. The team is designed to complement provisions which already exists within the local area and deliver a programme of support to young people at risk or involved in criminal or anti-social behaviour.

Therefore in cases where the Think Family criteria is met, a family assessment is completed within a structured Youth Justice assessment tool, which identifies an intervention plan for the young person alongside a Family Plan where appropriate. Referrals into the Think Family triage Team where intensive family support is required and CASS where there are identified safeguarding concerns.

The ASB Worker is responsible for attending 5 Safer Communities Group meetings across the city which occur on a monthly basis and act as the YOS representative, and are responsible for :-
• Bring appropriate information concerning young people known to YOS to be discussed at SEGs (This involved completing checks on Careworks).

Update cases on the data management system SEGWEB.
• Deliver support and intervention with all cases involving young people and their families.
• Carry out designated actions and report back within a specified timescales.
• Consult proactively with partners in order to move cases forward to resolution.
• Feedback to the group all actions undertaken, any planned actions and any requests for assistance from partners.
• Be proactive and offer expert advice and support, and promote best practice through experience and case histories.
• Engage at the initial warning stage, to assist with signposting young people and families to preventative and parenting services.
For any informal enquiries please email Lillian Gordon Lillian.Gordon@Birmingham.gov.uk

Ref: PE1132017

Closing date: 05 May 2017

A Disclosure and Barring Service (DBS) check will be undertaken

“Right to work in the UK documentation will be fully checked for all applicants. All non UK and non EU applicants are required to apply for a Certificate of Sponsorship from Birmingham City Council and must be approved by the UK Border Agency (UKBA) before any employment offer can be confirmed.”
People Directorate

Job Description

Post: Anti-Social Behaviour Support Worker  
Salary/Grade: £25951 - £32486 (Grade 4)

Division: Youth Offending Service  
Section: Anti-Social Behaviour Team

1. **Job Purpose**

   Birmingham Anti-Social Behaviour Support Team aim to prevent anti-social behaviour by young people and their families and ensure that all ASB enforcement measures are not used without the consideration of appropriate support packages by achieving the following objects.

   1.1 Contribute to and participate in the work of the Youth Offending Service.

   1.2 To carry out assessment for Anti-Social Behaviour Court hearings, liaising with Youth Offending Colleagues and members of the Safer Communities Group.

   1.3 To implement specific interventions with young people subject to Anti-Social Behaviour Orders, Individual Support Orders and Acceptable Behaviour Contracts to reduce anti-social behaviour and promote social inclusion.

   1.4 To provide links with Family Support teams and Housing Family Support Workers to ensure effective delivery of local community programmes to reduce Anti-Social Behaviour Orders.

   1.5 To lead on engagement and consultation with Young People.

   1.6 To work in conjunction with partner agencies and stakeholders in the efforts of tackling offending and anti-social behaviour.

   1.7 Deliver a range of interventions which tackle the underlying causes contributing to the young persons anti-social behaviour.

2. **Duties and Responsibilities**

   2.1 Liaise with and establish effective working relationships with Birmingham Youth Offending Team, BCC Housing teams and other voluntary and statutory bodies involved in reducing anti-social behaviour.

   2.2 Undertake assessments of young people made subject to Civil & Gang Injunctions, Criminal Behaviour Orders, Public Space Protection Order (PSPO) Breaches and Acceptable Behaviour Contracts.
2.3 To manage an individual case load of young people and their families subject to Civil & Gang Injunctions, Criminal Behaviour Orders, Early Warnings, PSPO Breaches, and Acceptable Behaviour Contracts carrying out specific interventions to address their anti-social behaviour.

2.4 To share information with Youth Offending Team colleagues and attend professional and consultation meetings where appropriate.

2.5 To work in cooperation with other agencies and partners and key stakeholders in the local community.

2.6 To work within the community to address perceptions of anti-social behaviour and to adopt restorative practice methods within the community.

2.7 To work with parents on Parenting Contracts or at risk of eviction in order to support and advise.

2.8 To have a working knowledge of the housing allocations & benefit system to provide guidance to young people and families where necessary to assist in reduction of anti-social behaviour.

2.9 To be aware of housing legislation where it relates to eviction in order to advise families.

2.11 To provide reports for any breach proceedings relating to anti-social behaviour.

2.12 To provide information and support families to return to Court for revocation of Orders where appropriate.

2.13 To keep records and contacts and progress and to provide ongoing feedback to relevant managers and Youth Offending Service colleagues.

2.14 To contribute and participate in good practice methods that directly address the provision of anti oppressive services to young people and their families.

2.15 To be aware and take account of new legislation and concepts in youth justice and related areas of concern.

2.16 Participate in staff training, personal development and supervision processes organised internally and externally.

2.17 Any other duties commensurate with the grade and purpose of the job deemed necessary by the Youth Offending Service Team Manager.

3. **Supervision Received**

3.1 **Supervising Officer Job Title:** Anti-Social Behaviour Coordinator

3.2 **Level of Supervision**

1. Regularly supervised with work checked by supervisor.

4. **Supervision Given** (excludes those who are indirectly supervised i.e. through others).
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<th>Post Title</th>
<th>Grade</th>
<th>No. of Posts</th>
<th>Level of Supervision</th>
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5. **Special Conditions**

- This vacancy is exempt from the Rehabilitation of Offenders Act.
- A Disclosure and Barring Service check will be undertaken.

  Observance of the **City Council’s Equal Opportunities Policy** will be required.
People Directorate

Person Specification

Post: Anti-Social Behaviour Support Worker  Grade:  4
Division: Youth Offending Team  Section: Anti-Social Behaviour Team

Method of Assessment (M.O.A.) A.F. = Application Form; I = Interview; T. = Test or Exercise; C. = Certificate; P. = Presentation.

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<th>CRITERIA</th>
<th>ESSENTIAL</th>
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<tr>
<td><strong>Education/Qualifications</strong> NB: Full regard must be paid to overseas qualifications.</td>
<td>Direct experience of working with Young People and Families within a Youth Offending or Anti-Social Behaviour setting in a case management capacity, taking into account a holistic family approach. Working knowledge and understanding of the application of anti-social behaviour or criminal justice systems and proceedings. Experience of assessments and report writing skills for criminal or civil courts. Experience of devising and implementing offending programmes with young people. Experience of working with local communities on crime prevention issues. Experience of multi-agency working. Experience/knowledge of the civil &amp; criminal court system. Experience of working with young people who are vulnerable or disaffected</td>
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<td><strong>Experience</strong> (Relevant work and other experience)</td>
<td>Ability to case manage voluntary &amp; statutory cases, signpost to relevant organisations and oversee the co-ordination. Ability to write Positive Requirement &amp; other reports to deadlines. Excellent interpersonal skills and experience of positive</td>
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<td><strong>Skills &amp; Ability</strong> e.g. written communication skills, dealing with the public etc.</td>
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working relationships with young people and families.

Ability to undertake risk assessments in respect of re-offending and anti-social behaviour and serious harm to self and others and the development and application of appropriate intervention plans to risk management.  

Ability to undertake risk assessments in respect of safety and wellbeing of young people and families  

Ability to formulate a plan of intervention to address the risk and wellbeing of young people and families  

Ability to build positive working relationships with partner agencies and deliver presentations to promote the service.  

Ability to engage with young people.  

Flexibility in terms of working hours: including some evening and weekend work.  

Commitment to Equality of Opportunity.  

Ability to work on own initiative and to deadlines.  

Ability to work towards specific targets.  

Ability to maintain accurate computerised records.  

Able to understand the victim perspective and apply this in direct work and project development to reduce offending and anti-social behaviour.  

Ability to relate to a wide variety of young people from a diverse range of backgrounds, including different ethnic and cultural backgrounds.  

An ability to fulfil all spoken aspects of the role with confidence using the English Language as required by Part 7 of the Immigration Act 2016.  

### Training

| Commitment to undertake relevant training in relation to personal and professional development. | I |

### Other

| Can demonstrate the ability to use initiative and to make decisions in circumstances of stress or conflict and to seek advice as appropriate. To be able to work unsociable hours as may be required from time to time. | I |

All staff are expected to understand and be committed to Equal Opportunities in employment and service delivery.