



NVR Practitioner

Recruitment Pack

March 2021

About Youth Options

Youth Options supports children and young people to develop their social and emotional capabilities and emotional wellbeing, improve their engagement with learning and to stay safe. We are committed to empowering and supporting children and young people to improve their life opportunities for a better future.

Children and young people are at the centre of all that we do; all our decisions are driven by our fundamental belief that every child and young person should have the opportunity to realise their potential. We are flexible in our approach and we are innovative and creative in delivering services that connect with and inspire children and young people.

We focus on those children and young people most in need of our support including: those who have suffered from adverse child experiences (ACE); those who are disadvantaged by virtue of their social and/or economic status; those with special educational needs; those excluded from education; those on reduced timetables; those in care, and care leavers.

Values

Our values underpin how we behave, both as individuals and as an organisation. They are at the heart of everything that we do. We are:

- **Supportive** - providing a supportive environment for children, young people, parents, carers, staff, volunteers and partners.
- **Inspiring** - delivering services to children and young people that inspire them to achieve their potential; inspiring our staff and volunteers to be creative and forward thinking in everything that we do.
- **Committed** to empowering and supporting children and young people to improve their life opportunities for a better future.

Safeguarding

Our work with children and young people and keeping them safe is the most important thing we do. We are committed to the safeguarding of children in all areas of our work. Successful applicants will be expected to be compliant and sign up to our Child Safeguarding policy.

Job Description

Job Title:	NVR Practitioner
Contract Type:	Permanent
Location:	Romsey/Southampton/Portsmouth/Hampshire based
Hours:	Up to 38 hours per week (other, more flexible hours would be considered)
Reports To:	Delivery Manager
Starting Salary:	£19,165 - £20,745 pro rata, per annum depending on experience
Salary Scale:	£17,359 - £23,830 per annum

The Role

As an NVR Practitioner, your role will be to deliver early interventions, including Non-Violent Resistance, with families who have identified multiple and complex needs. You will support, develop and engage children, young people and parents to realise their abilities, aspirations and make a valuable contribution to their communities. The role will involve motivating and empowering families, particularly parents and carers, to establish and maintain effective and sustainable healthy lifestyles that lead to improved outcomes for children and young people.

Key Responsibilities

Families

- To deliver Non-Violent Resistance therapy in group, one to one settings and via Zoom/Microsoft Teams.
- To support with the completion of initial assessments with families and young people.
- To support with the development and implementation of a varied programme of interventions and activities to meet the needs of the children, young people and the family unit.
- To support with family focussed activities and services that empower and enable, with a strong focus on improving relationships between all family members and with wider support networks.
- To engage with and motivate families to identify and understand their needs, creating an action plan that is achievable and empowering, encouraging them to take the lead. Navigating families through their journey and explore with them the support options and choices available to them.
- To support with the engagement of children and young people in a process of personal and social development through individual support, educational support, outreach work, youth centre based work and residential programmes.
- To accompany children and young people on activities, when required.
- To work with parents / carers to enable them to acknowledge and meet their own children's needs, develop life skills and reduce vulnerability.
- To provide up to date, accurate and relevant information with advice and guidance to increase family knowledge and commitment to behaviour change linked to their identified needs.

Staff and Partners

- To attend team meetings and liaise on a regular basis with the Lead NVR Practitioner to ensure the needs of the families and young people are regularly reviewed.
- To attend internal and external meetings as required.

- To ensure the Lead NVR Practitioner/ Delivery Manager receives correct information for inclusion into relevant returns, monitoring and evaluation of projects and services.
- To develop and promote partnerships that link to existing activities provided by partners from statutory, voluntary and private agencies.
- To maintain contact records, registers of attendance and activities experienced by all participants.
- To effectively communicate with the Youth Support Workers (Children & Families), with the planning and delivery of the project(s).
- Maintain effective working relationships with referral agencies and collaborate to ensure that referrals are effective and timely, and that families have a positive experience of the process.

General

- To keep accurate records of sessions, individual meetings and actions taken in relation to children, young people and parents.
- To keep up to date with Non-Violent Resistance based approaches.
- Attend one to ones and team meetings with the Lead NVR Practitioner and/or Delivery Manager.
- To attend regular supervision as required.
- To undertake relevant training as necessary to enhance personal skills and professional development.
- Support with meeting the outcomes of the project.
- To work evenings and weekends as required.
- To support the organisation in fundraising activities.
- Comply with any reasonable request from their Lead NVR Practitioner and/or Delivery Manager.

Health & Safety

- To implement the health and safety policies for their area of work
- To ensure risk assessments are carried out for all activities undertaken in their area of work
- To identify and report safety related problems
- To ensure that the correct procedures are followed for incidents/accidents

Under the Health & Safety at Work Act, all employees are required to take care of their own health and safety and that of other employees in complying with their statutory duties. It is the responsibility of the employee to ensure that they are familiar with and work to the Youth Options' Health & Safety Policy.

Equality and Diversity

Youth Options operates under an Equality and Diversity Policy and it is the responsibility of the employee to ensure that they are familiar with this policy and understand their responsibility to adhere to it in their daily working practice.

Person Specification

Experience:

- Non-Violent Resistance Level 2 /Foundation Level or higher
- Experience of delivering Non – Violent Resistance with multi-stressed families
- Working with at risk or vulnerable children and families
- Working with outside agencies and organisations in a positive and professional manner
- Ability to plan, monitor, implement and review programmes of work with children, young people and families
- Experience of attending TAC/TAF/CIN/CP meetings

Knowledge:

- Knowledge and understanding of safeguarding
- Understanding of the principles and practices of equality and diversity
- Understanding of the impact of multi-stressed families, trauma, and attachment insecurities.
- Understanding of harmful behaviours e.g. self-harm, eating disorders, domestic violence, school refusal, mental health problems, special educational needs etc
- An understanding of the diverse needs of socially excluded children and young people and the issues that lead to social exclusion

Essential Skills and Competencies:

- Ability to plan, prioritise and manage own workload
- Ability to motivate others
- Excellent communication skills
- Ability to manage and lead group work sessions, face to face and online
- Ability to successfully manage and diffuse difficult situations
- Ability to overcome objections positively whilst remaining engaging and approachable
- Ability to positively impact and influence 'hard to reach' individuals
- Confident in supporting behaviour change

Personal Qualities:

- Committed
- Supportive
- Inspiring
- Impartial, non-judgemental and approachable
- Team player
- Flexible and adaptable

Other:

- Ability and willingness to work flexible hours including evenings and occasional weekends
- Ability to drive and access to own vehicle

Benefits



How to apply

Please send your CV, and a covering letter (no more than 2 pages of A4) outlining how your experience meets the requirements of the role and why you want to work for Youth Options **or** complete and send a Youth Options application form.

The email address for applicants is admin@youthoptions.co.uk; please use the job title and your name in the subject line of the email.

Timetable

1. Deadline for receipt of applications: **Applications will be reviewed on a weekly basis.**
2. Invitation to interview will be sent by: **Applicants will be contacted whether successful or not, once their application has been reviewed.**
3. Applicants who have not already done so will be asked to complete an application form prior to interview in order to comply with safer recruitment guidelines
4. 1st stage interview will take place on: **To be arranged on an individual basis.**
5. 2nd stage interview will take place on: **To be arranged on an individual basis.**

In your application e-mail, please highlight any dates when you will not be available or might have difficulty with the indicative timetable.

Queries

If you have any questions about the role or the application process, please contact admin@youthoptions.co.uk or 01794 525510.

Pre-employment Checks

Employment with Youth Options will be subject to the following checks prior to your start date:

- a satisfactory police record check to include a Disclosure and Barring Service (DBS) check
- receipt of two satisfactory references
- proof of eligibility to work in the UK