

Safer London

Job Description and Person Specification

Key Role Details

Job title: Development Practitioner (Harmful Sexual Behaviour)

Location: Face to face delivery pan London, agile working for all other duties, office location Southwark

Reports to: Service Manager Contract: Permanent (subject to funding)

Hours of **work:** 35 hours per week – sometimes worked flexibly

Role Description

In this role you will provide one to one support to boys and young men who have displayed concerning and harmful sexual behaviour. At Safer London we see that boys and young men are often stigmatised for their behaviour and left without the space and support to address their feelings and behaviours.

Through our services for boys and young men we offer relationship-based support which advocates for their needs, celebrates their strengths, and helps them focus on their positive futures. In planning our support, we take into account their experience of trauma and safety and consider their experience across each context of their life.

In additional to delivering direct support to boys and young men, this role will lead on supporting Local Authority partners to learn about, and in time to deliver and embed this approach within their own services, to be able to support for more boys and young men than we could reach alone. We are therefore looking for a confident practitioner who can lead on the development of the service and gain the support and buy-in of local authority partners, supported by the Service Manager.

The role will play a part in supporting our evaluation partners who will be commissioned to work alongside us to evaluate and develop our services and share our learning from delivering these services. The post holder will play a lead role in working with the evaluators and ensuring the success of this piece of work.

Key responsibilities

1. Delivering effective and appropriate harmful sexual behaviour services to boys and young men in line with the Safer London model of work ensuring that young Londoners receive the required support to meet their individual assessed needs.
2. Undertake high quality case recording in line with the highest standards and best practice principles.
3. Working with professionals in partner agencies to facilitate the successful introduction and embedding of the Safer London harmful sexual behaviour model of work into their organisations; so as to enable increased access to support for more boys and young men than we could reach alone.
4. Make appropriate onward referrals, signposting children and young people to support services and positive activities.

5. Work with partners, communities and other key stakeholders to deliver the service effectively.
6. Leading on the dissemination of learning by engaging with the evaluation process, supporting the delivery of learning events and reflection spaces and providing peer support to partner colleagues. Contributing to the reporting around the service both internally and externally, this may include undertaking on occasions presentations and leading learning events.
7. Work creatively with colleagues to generate project resources and materials as required.
8. Act at all times in line with safeguarding legislation and guidance, as well as Safer London's processes and wider pan London processes and protocols.
9. Undertake any other duties as required and commensurate with the level of this post.

Person Specification

Criteria	Essential/ Desirable	A/I/T
Skills and Experience		
Relevant qualification in social care, health, youth/ community work, criminal justice or demonstrable equivalent experience – e.g., Registered and Qualified Social Worker	Essential	A/I
Experience of managing complex safeguarding issues with children, young people, and adults at risk - including being able to demonstrate effective partnership work	Essential	A/I
Experience of working with children, young people and/or vulnerable adults affected by harmful sexual behaviour	Essential	A/I
Extensive knowledge of the impact of context on children, young people and adults – with a clear understanding of the principles of contextual safeguarding	Essential	A/I
Experience of enabling the learning of others through delivery of presentations, group work, peer support and/or coaching which includes space for reflection and embedding learning in to practice	Essential	A/I/T
Experience of undertaking and participating in evaluation processes	Essential	A/I
Excellent communication skills, both written and verbal, in order to communicate and influence a wide range of internal and external colleagues on matters relating to the service, and produce reports for a variety of audiences	Essential	A/I/T
IT literate (Excel, Outlook, Word etc.) and experience of using databases	Essential	A/T
Knowledge		

Demonstrable knowledge of best practice around working with children, young people and/or vulnerable adults affected by harmful sexual behaviour	Essential	A/I
Knowledge of good practice in relation to harmful sexual behaviour	Essential	A/I
Knowledge of evaluation methods and techniques	Desirable	A/I
Knowledge around best practice and the importance of good quality case recording	Essential	A/I
Values and Attitudes		
Commitment to equity, diversity and inclusion, and experience of applying these principles in the workplace	Essential	A/I
Ability to demonstrate, with examples, your alignment to Safer London's values	Essential	I/T