

Job Description

DIRECTORATE:	Education Early Years and Young People
DEPARTMENT:	Youth Justice Service / Trauma Team
POST:	Trauma Lead Practitioner
GRADE OF POST:	GR12
RESPONSIBLE TO:	Strategic Manager – Youth Justice Service and Trauma Services

JOB PURPOSE:

Working as a part of a dedicated trauma team, play a lead role in the provision of training, consultation and supervision to support staff across a range of Family Support functions to help address childrens' recovery from experienced trauma at its earliest possible stage and prevent escalation.

Work alongside the Psychology team in the collation and analysis of highly complex information from weekly case formulation meetings to generate positive actions for children and their families and contribute significantly to the project's research agenda.

Support the development of Trauma-Informed Practice across the BCBC Authority, including working with Education, Group Managers and Team Managers to drive a strategic shift in culture to a trauma-informed approach amongst the working practices of its support staff.

PRINCIPAL RESPONSIBILITIES AND ACTIVITIES:

- Play a lead role in the trauma service delivery, particularly with regard screening processes and Enhanced Case Management, chairing multi-agency case formulation meetings, providing ongoing supervision/consultation and being actively involved in ongoing multi-agency meetings.
- Collate detailed and complex information and data from a range of sources, including case formulation meetings to determine how past experiences have impacted on the child's current behaviour. Proactively work with the Psychology team to analyse the information, developing a timeline of events, observing patterns in behaviour and determining judgements in respect of the child's needs.
- Work with families and professionals in a sensitive and compassionate manner, so that trauma-informed restorative conversations can be held which allow those who support the child to understand their needs and wishes.

- Develop and deliver presentations, workshops and delivering training to wider teams within the organisation to inform them of the project.
- Provide supervision as well as professional advice, guidance and support to members of staff within Education Early Years and Young People departments, Social care and schools in relation to trauma informed practice.
- Work collaboratively with other Trauma Lead Practitioners, professionals and staff to share information and emerging trends in order to satisfy the project's key objectives and generate robust detail to support the Home Office's requirements.
- Develop and deliver training to key support staff, helping to build a workforce that utilises the most up-to-date knowledge and research in its service delivery to children and their families, particularly in relation to Trauma-Informed Practice.

GENERAL DUTIES

Health and Safety

To fulfil the general and specific roles and responsibilities detailed in the [Health and Safety Policy](#)

Equal Opportunities

To ensure that all activities are operated in accordance with Equal Opportunities legislation and best practice.

Safeguarding

Protecting children, young people or adults at risk is a core responsibility of all employees. Any concerns should be reported to the Adult Safeguarding and Quality Team or IAA and Safeguarding Team.

Review and Right to Vary

This Job Description is as currently applies and will be reviewed regularly. You may be required to undertake other tasks that can be reasonably assigned to you, including development activities, which are within your capability and grade.

Criminal Records Check

This post requires a criminal records check through the Disclosure & Barring Service (DBS).

Person Specification

Trauma Lead Practitioner

The following attributes represent the range of skills, abilities and experiences etc relevant to this position. Applicants are expected to meet the attributes that have been identified as essential.

Attributes	Requirements	Essential	Method of Evaluation/ Testing
Qualifications, Education & Training	<ul style="list-style-type: none"> Degree in relevant discipline such as youth work, social work, child development or equivalent Health and Social Care qualification or the ability to demonstrate competence through experience. 	Yes	Production of original Qualification Certificates and application form.
	<ul style="list-style-type: none"> Appropriate management qualification in coaching and mentoring staff or equivalent experience. 	Yes	
Knowledge & Experience	<ul style="list-style-type: none"> Significant experience of engaging and working effectively in challenging circumstances with young people and their families within a Social Care, Youth Justice, Early Help or Youth Work setting. 	Yes	Interview, application form, and selection process.
	<ul style="list-style-type: none"> A strong understanding of the issues faced by children and young people who have experienced Adverse Childhood Experiences and trauma. 	Yes	
	<ul style="list-style-type: none"> Knowledge of the relevant legislation, policy, philosophy and principles relating to children and young people. 	Yes	
	<ul style="list-style-type: none"> Knowledge of trauma informed approaches, attachment theory and evidence-based approaches to intervention. 	Yes	
	<ul style="list-style-type: none"> Experience of facilitating training to team members. 	Yes	
	<ul style="list-style-type: none"> Experience of programme development and creating interventions that can be utilised in family support services. 	Yes	

Attributes	Requirements	Essential	Method of Evaluation/ Testing
Knowledge & Experience (ctd.)	<ul style="list-style-type: none"> • Experience of coaching and mentoring staff to improve their practice with families. • Experience of chairing complex multi-agency meetings. 	<p>Yes</p> <p>Yes</p>	Interview, application form, and selection process.
Skills & Personal Qualities	<ul style="list-style-type: none"> • Excellent communication (oral and written) skills, particularly in conveying complex information to service users and colleagues. • Strong interpersonal skills that ensure the establishment and maintenance of good working relationships with children/young people and their families as well as other professionals. • Ability to manage and deal with sensitive and emotionally challenging scenarios. • Ability to assertively and creatively engage family members who may be resistant or difficult to reach. • Ability to support families to identify areas for change and implement strategies to improve outcomes and build resilience. • Able to work effectively and independently within a multi-agency team, share information appropriately and co-work as indicated with colleagues from a range of a range of backgrounds and disciplines. • Able to develop programmes of work that can be used by a team of trauma informed practitioners. • Able to manage variable and competing demands and significant levels of pressure. 	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	Interview, application form, and selection process.

5