

MORSE Youth Practitioner

Job Description

Job Title:	MORSE Youth Practitioner
Location:	Across Worcestershire and Herefordshire, base to be agreed
Reports to:	Team Manager/Director of Services
Working hours:	24 hours per week
Contract type:	Fixed-Term (until 31 March 2027)
Salary:	£16,106.75

About YSS

YSS enables people to be emotionally resilient, to thrive, and to feel they belong to a community. We uphold people's rights and responsibilities, ensuring they can exercise them with dignity and respect.

We are a charity that helps people to help themselves, and we've been doing so for more than thirty years. There are thousands of people in our communities who struggle with life and face what seem to be insurmountable barriers - they are why we exist. We provide a wide variety of community-based support for people and are often described as the 'glue' between those at risk of social isolation and the wider mainstream society.

We run a diverse range of services working with 7- to 70-year-olds but our aim is always the same – to help people to break through barriers and to achieve their potential. Our website – www.yss.org.uk – contains further information about YSS and all our projects and services.

About MORSE Youth

The MORSE (Making Our Road Safer for Everyone) Youth service is a project between YSS and West Mercia Youth Offending Service (WMYJS). The service will provide 1-1 support for children and young people under the age of 18 who have committed driving offences across West Mercia. Children will be referred to a 12-week behaviour change programme and will receive weekly holistic support focused on improving their resilience to peer pressure, strengthening positive relationships and developing a future action plan. This innovative pilot service aims to reduce the number of driving offences committed by under 18s and in turn reduce the number of collisions, injuries and fatalities.

Job Purpose

Your role will principally work with children and young people under the age of 18 who are committing driving offences and have been referred from the Youth Justice team. You will provide 12-weeks support per service user, offering a combination of face to face and remote support. You will deliver support across the whole of Worcestershire and Herefordshire and your primary base will be determined by the area closest to where you reside. There will be an expectation to work from Youth Justice Offices at agreed intervals. Mileage costs will be

paid from your base to other offices. There is an expectation for the team to also support delivery in other areas, within our service, according to need.

Key Responsibilities

- Manage a caseload of individuals offering practical and emotional support and delivering direct planned work with children/young people on a one-to-one basis, using a variety of interventions to achieve better outcomes and reduce re-offending behaviour.
- Accept referrals; undertake relevant assessments and develop tailor made outcome focused support plans including the delivery of the Young Driver Safety Programme.
- Work in a motivational and inspirational way to engage with children/young people to reduce impulsive behaviours, increase long term planning and develop positive future outcomes.
- Actively engage with service users to obtain feedback around decisions that affect them.
- Commit to working in partnership with WMYJS and other agencies/organisations.
- Attend internal/external meetings as required and act as a lead professional where appropriate.
- Ensure children/young people are actively involved in decision making.
- Attend local stakeholder meetings, as well as local multiagency events to promote YSS and raise the profile of the MORSE Youth service.
- Undertake project self-administration including maintaining database records, recording and monitoring performance targets and assisting in providing data for monthly and quarterly reports.
- Participate constructively in team meetings and supervision with the line manager as well as undertaking appropriate training as required and appropriate.
- Risk assess and take the necessary actions in respect of any activities/engagement undertaken with service users including personal safety, lone-working and safeguarding.
- Understand professional boundaries and ensure that your role and remit is made clear to all service users you engage with.
- Meet individual performance targets and contribute towards meeting team performance targets in respect of the service.
- Deliver a trauma informed service that ensures the needs of the service user is at the heart of "everything we do". Embed the principles of restorative practice and motivational interviewing techniques into all aspects of service delivery.
- Uphold the vision, values, and profile of YSS both internally and externally.
- Collate data in accordance with GDPR to improve systems and services beyond the life of the project.
- Develop effective working relationships with colleagues within YSS and throughout Worcestershire and Herefordshire to provide an integrated inter-agency response to children and young people.

Essential Requirements

- There will be regular travel across Worcestershire and Herefordshire, therefore a full UK driving license and access to a car is a necessity.
- You must have the right to live and work in the UK to be considered for this role.

- Occasional weekend and/or evening work may be a feature of the role. This will be discussed at interview.

Notes

- YSS operates in a fast-moving environment and may from time to time vary the content of this job description after consultation to reflect changes to the job, without altering the general character of the post or level of responsibility.
- The duties described in this job description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all employees, volunteers and service users and is consistent with YSS policies.
- We are a signatory of the Armed Forces Covenant and committed to being a forces-friendly employer. We actively encourage applications from veterans and service leavers. As part of our commitment to fair recruitment, we ensure that candidates from the Armed Forces community are not disadvantaged due to gaps in employment, non-traditional career paths, or transferable qualifications. We assess all applicants based on skills, potential, and experience.
- YSS values people as individuals with diverse opinions, cultures, lifestyles, and circumstances. We are committed to building a culturally diverse team and therefore encourage applications from a diverse range of candidates, to help us reflect our world and the communities we work alongside.
- Our organisation follows Safer Recruitment principles and guidelines for all posts where contact with children and/or adults at risk is possible – this includes a full application process, interviewing candidates, taking up and verifying two satisfactory references (one of which must be from your last employer), verifying qualifications, identity checks, an enhanced (Disclosure and Barring Service) DBS check and HMPPS prison vetting.

Why Work for YSS?

- Annual leave of 27 days, plus 8 bank holidays and 2 company holidays.
- Pension Scheme.
- Employee Health & Wellbeing plan.
- Occupational sick pay.
- Flexible working / hybrid working.
- Monthly supervision for support / personal development.
- Robust induction and training programme with an organisational commitment to ongoing training and personal development.