

LONDON BOROUGH OF LEWISHAM

JOB DESCRIPTION

Designation:	Youth Justice Practitioner	Grade:	P02
Reports to (Designation):	Team Leader/Team Manager	Grade:	P04-P07
Directorate:	Families, Quality & Commissioning	Section:	Integrated Adolescent Service (Youth Justice)

Main Purpose of the job:

The Youth Justice Practitioner will apply expertise, knowledge, and professional judgment within the statutory and legislative framework of the youth justice system. The role is responsible for implementing national and local policies and procedures to deliver effective interventions aimed at preventing offending and reoffending among children, in line with the Criminal Justice and Immigration Act 2008. The postholder will manage a caseload, primarily involving children with complex needs.

Summary of Responsibilities and Personal Duties:

Case Oversight: Lead on the supervision and management of a children with complex needs affected by extra familial harm and the criminal justice system. Ensuring tailored interventions and coordinated multi-agency responses.

Assessment and Planning: Deliver high-quality assessments, intervention plans, and reviews using evidence-based frameworks. Apply effective risk management strategies and safeguarding principles to address safety and wellbeing concerns.

Report Writing: Produce clear, analytical, and professionally written reports that reflect current legislation, policy, and best practice, supporting effective decision-making and positive outcomes.

Risk and Safeguarding Accountability: Managing risk, safeguarding, and contextual safeguarding concerns. Attend and contribute to panels, case formulation meetings, and ensure robust monitoring of compliance and enforcement.

Personalised Support: Ensure services are responsive to the individual needs of children, victims, and the wider community, promoting restorative and trauma-informed approaches. Uphold the Youth Justice Board's Child First principles by recognising children as children, supporting their positive identity development, involving them meaningfully in decisions, and prioritising diversion and minimal intervention wherever appropriate.

Equality and Inclusion: Embed anti-racist and discriminatory practice and challenge unconscious bias, taking into account how race, gender, sexuality, disability, and other factors impact young people's experiences and outcomes.

Programme Delivery: Design and facilitate effective, evidence-based individual and group interventions aimed at reducing reoffending, incorporating trauma recovery models and restorative practices.

Performance Contribution: Support the achievement of local and national performance targets, including Youth Justice Board standards and quality frameworks, through high-quality practice.

Partnership Working: Build and sustain effective partnerships with internal and external agencies, ensuring the voice of the child is central to all planning and decision-making processes.

Professional Authority: Exercise professional judgment and authority appropriately and proportionately in all interactions with children, families, and partner agencies.

Reflective Practice: Engage in continuous professional development and reflective practice, recognising personal limitations, biases, and areas for growth to enhance service delivery.

General Terms

To maintain high standards of case recording and maintain case management records in accordance with service and professional standards, including electronic data entry in accordance with policy and procedures and with due regard to General Data Protection Regulation (GDPR).

To contribute to local and departmental training on practice issues in line with departmental policies and procedures & research findings.

Contribute to service development through attendance and contribution to team, service directorate meetings and development activities.

To participate in 1-1 & group supervision.

To take responsibility for maintaining professional knowledge and skills, including national and local policy, relevant legislation, and emerging research in relation to providing services to children and their families.

To maintain personal and professional development to meet the changing demands of the job and participate in appropriate training/development activities including the council's performance, development and review scheme.

Ensure that all duties and responsibilities are discharged in accordance with the council's policies and procedures, Code of Conduct and relevant regulations and legislation.

Ensure compliance with safeguarding procedures.

To comply with the council's equal opportunities and diversity policies ensuring anti-discriminatory practice within the service area.

This job description is a guide to the level and range of responsibilities you will be expected to undertake. It may be changed from time to time to reflect changing circumstances and demands. As directed, you will undertake additional duties and responsibilities that may arise from time to time commensurate with the grade of the post.

**THIS JOB DESCRIPTION MAY NEED TO BE AMENDED BY THE DIRECTORATE TO MEET THE
CHANGING NEEDS OF THE SERVICE.**

PERSON SPECIFICATION

JOB TITLE:	Youth Justice Practitioner	POST NO:
DEPARTMENT:	Families, Quality & Commissioning	GRADE: P02

Note to Candidates

The Person Specification is a picture of the skills, knowledge and experience needed to carry out the job. It has been used to draw up the advert and will also be used in the shortlisting and interview process for this post.

Those categories marked 'S' will be used especially for the purpose of shortlisting.

If you are a disabled person but are unable to meet some of the job requirements specifically because of your disability, please address this in your application. If you meet all the other criteria, you will be shortlisted, and we will explore jointly with you if there are any reasonable adjustments that can be made to enable you to do the job.

Equal Opportunities

Knowledge of equal opportunities including anti-racist and anti-discriminatory practice involved in crime to help improve outcomes and reduce disproportionality. **(S1)**

Knowledge

- In-depth understanding of youth justice legislation, including the Criminal Justice and Immigration Act 2008, Children Act 1989/2004, and Crime and Disorder Act 1998. **(S2)**
- Knowledge of risk assessment, safeguarding, and contextual safeguarding frameworks. **(S3)**
- Familiarity with trauma-informed practice, restorative justice, and desistance theory.
- Understanding of the impact of adverse childhood experiences (ACEs) and child and adolescent development.
- Knowledge of multi-agency working and the roles of key partners (e.g., police, probation, courts, education, health, social care).

Skills

- Excellent assessment, planning, and intervention skills, particularly with children who have complex needs. **(S4)**
- Strong written and verbal communication, including the ability to produce high-quality reports for court and other formal settings.
- Ability to lead and coordinate multi-agency responses.
- Skilled in motivational interviewing, engagement techniques, and relationship-based practice. **(S5)**
- Competence in using case management systems and analysing data to inform practice and performance. **(S6)**
- Strong problem-solving, decision-making, and professional judgement under pressure.

Experience

- Experience working within a youth justice, social work, or criminal justice setting. **(S7)**
- Experience of working within a multi-agency framework, including attending panels, strategy meetings, and case conferences.

Professional Qualification(s)

Professional Certificate in effective practice (P.C.E.P.) or equivalent training / experience including a Youth and Community qualification

Social work qualification

Good general education with good standard of literacy and numeracy

Personal Qualities

Self-motivating

Excellent interpersonal skills

Flexible working practice

Ability to work independently

Active Team player

DBS Disclosure Required? Enhanced

Physical

Generally, candidates must meet the standard Lewisham requirements for the post