

Focused Deterrent Co-ordinator

JE Code: JE2445

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| **Values – We are dedicated, respectful, collaborative, we are Milton Keynes City Council** |
| **Service:** | Children’s Services |
| **Reports To:** | Professional Lead for Missing, Exploited and Trafficked Children |
| **Job Family:** | Care and Welfare |
| **Grade:** | G |
| **Political Restricted:** | N |
| **Date:** | November 2022 |

**Key Deliverables**

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| **1.** | Maintain operational oversight of children and young people that are identified as a member of the cohort of the partnership Focused Deterrent programme. |
| **2** | Develop professional relationships and act as liaison, when appropriate, with other police forces to ensure that information is appropriately shared. |
| **3.** | Work within the CMET for Milton Keynes Children Social Care and/ or Adult Social Care to support their work with children and young people. |
| **4.** | Access and update various partner agencies information systems to ensure that they are correctly maintained and that the plans around the young people are shared appropriately. |
| **5.** | Assess the information and intelligence produced by all agencies and ensure that it is being utilised by all professionals to reduce contextual safeguarding concerns and deliver a program of focussed Deterrence. |
| **6.** | Working closely with multi agency partners to inform and deliver analytical processes that assist in identifying patterns and contexts within Milton Keynes that will support the strategic reduction in contextual safeguarding issues and deliver a programme of Focussed Deterrence, provide monitoring and evaluation techniques to analyse and assess service need. |
| **7.** | Ensure appropriate co-ordination of directed activities available to children and young people in the focused deterrent programme and identify further activities in the community by liaising with partner agency. |
| **8.** | Develop and maintain professional relationships with Children Social Care, Thames Valley Police, Health, Education, Probation, Adult Social Care, Housing and other partner agencies and voluntary agencies that will provide support of the young people under the cohort and provide links for those professionals and create opportunities for community engagement as part of the ongoing programme. |
| **9.** | Keep up to date records for reporting internally and externally to the violence reduction unit, the Home Office and other interested parties so that the programme of Focussed Deterrence can be monitored and support any research in relation to this data. |
| **10.** | Attend and monitor partnership meetings in relation to the young people on the cohort and ensure information sharing from these meetings. |
| **11.** | Ensure that any unidentified risks are shared with managers and appropriate professionals. |
| **12.** | Support and develop a structure that will allow for the set up of this new programme and problem solve with partner agencies to ensure functionality. |

*Within reason these key deliverables may evolve to meet service need and it is expected that you will be flexible and adaptable in your delivery to meet both service and council wide needs*

**Essential Requirements (key skills & qualifications)**

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| **1.** | Knowledge of the policies relating to Child Protection legislation and the risks experienced by children and young people who are vulnerable to extra familial harm. |
| **2.** | At least 1 year experience as an analyst or researcher. |
| **3.** | Experience of working with partners including police and the voluntary and community sector, and of working in a multi-agency setting, sharing information appropriately and sensitively within the organisation. |
| **4.** | Strong administration skills and the ability to maintain robust record keeping. |
| **5.** | Ability to take responsibility for planning your own work, consistently delivering high quality work against tight timescales and conflicting priorities. |
| **6.** | Experience of working with children, young people and/ or adults who are at risk of violence/exploitation. |
| **7.** | Ability to work in a team setting, to think creatively and solve problems, with the flexibility to support with wider areas of work as required by the needs of the service. |
| **8.** | Ability to collect, collate, prioritise, evaluate and interpret complex information, developing products to inform decisions and recommendations. |
| **9.** | Experience of using relevant IT and database systems used by, or transferable to those used by, Children’s Services. |



Job Family

Care & Welfare

Grade G

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| **Colleagues expectations*** Be professional at all times
* Work together for the good of the team, council and local people
* Promote a supportive culture
* Challenge assumptions
* Take ownership
* Be willing to change and do things differently
* Always work in a safe manner
 | **Managers expectations*** Be a role model by displaying positive behaviours at all times
* Make well-considered decisions
* Support, coach and communicate with my team
* Be accountable for my team’s performance
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# Care and Welfare family jobs have as their primary responsibility, the vulnerable members of our community who depend upon the Council for direct advice, guidance and practical assistance. They may personally carry out caring related tasks, or manage those that do, but it is personal interactions with those in our care that are at the centre of these roles.

### Role characteristics

At this level posts comprise front-line positions requiring a combination of professional qualifications and extensive experience in order to make consequential assessments and judgements in relation to the care and welfare of vulnerable children and adults. Working either in residential or non-residential teams, job holders’ freedom to act will be based not simply upon laid down procedures but also on more general professional and corporate policy guidelines.

### The knowledge and skills required

At this level, the expertise that underpins job holders’ decisions and authoritative recommendations is grounded in either the theory of social work and/or associated disciplines or very extensive practitioner level experience. Job holders may require specific qualifications in order to comply with the legislative and regulatory requirements of their job.

Jobs at this level which do not quite require the in-depth theoretical knowledge described above will offset this with higher levels of financial responsibility and/or personal impact factors such as physical effort or more difficult working conditions. Roles at this level will engage with others in assisting with physical tasks requiring

some modest manual dexterity. Computer use is also a day-to-day feature of these roles.

### Thinking, planning and communication

Job holders need developed communication skills to engage at the appropriate level with service users. Two-way communications where inherent barriers exist is regularly challenging and post holders must couch their advice and persuasive messaging in terms which can be understood. These skills are likely to have been gained through specific experience and training.

Whether resulting from their own case work or from issues escalated from other areas, the problems and situations dealt with will inevitably be complex, involving multiple information streams such as individual needs assessment, consideration of resource allocation and prioritisation of conflicting demands. Although still working on a day-to-day basis with groups and individuals, there will also be a need to take a longer view which maybe up to a year ahead in some cases. Two-way communications where inherent barriers exist is regularly challenging and job holders must couch their advice and persuasive messaging in terms which can be understood. These skills are likely to have been gained through specific experience and training.

**Decision making and innovation**

The procedures, approaches and techniques required to fulfil the duties of these roles may be professionally based and/or defined by internal recognised protocols, but job holders will organise their own workload in accordance with changing demands and priorities.

Job holder will independently respond to problems, some of which may not have been encountered previously. They will have access to advice and assistance from team managers or supervisors when serious issues arise.

### Areas of responsibility

Job holders are responsible for the accurate and timely assessment of service user needs. As well the identification and delivery of appropriate care and welfare solutions under a variety of circumstances over more than a day-to-day timescale.

Job holders will generally have formal management responsibility within their team or centre. Those at this level who do not have this responsibility will be social work profession- also, whose specialist qualifications offset this slightly reduced demand.

These roles are unlikely to have any financial responsibilities beyond the occasional handling of modest amounts of cash, sometimes on behalf of others.

Job holders will create and maintain work records, both written and electronic. There will, in addition, be sole or shared responsibility for the safe use and basic maintenance of a range of equipment, premises and/or vehicles.

### Impacts and demands

At this level, the requirement for greater than normal physical effort is modest, although there will always be a need for limited standing, walking and the lifting/carrying of equipment and other items. Awareness of the actions of children, vulnerable adults and others will call for long periods of sensory attention. Job holders will also be required to have moderate periods of concentrated mental attention, for example when report writing or attending case meetings. Given the range of case work involved, job holders will also experience the pressures of deadlines and conflicting demands.

The nature of these roles is such that most of the client relationships job holders are required to develop and maintain will need them to exert greater than normal emotional resilience, with some particularly challenging service users placing intense emotional demands upon them.

Working directly with vulnerable service users will result in some exposure to disagreeable, unpleasant or hazardous environmental working conditions. This may extend to dealing with odours, intimate care and bodily fluids, and will also see job holders exposed to unpleasant or even threatening people related behaviour from time to time.