



Job Description

Title – Lead for Children and Families, Violence Reduction Network

Post Number:	PC105
Grade /Scale:	SO2 £32,673 -£34,578 (SCP 28 – 30)
	Fixed Term Contract: SO2 (subject to evaluation)
	Secondment: negotiable dependent on current salary
Weekly Hours:	37
Department:	Violence Reduction Network (VRN – Office of the Police and Crime Commissioner)
Status:	Secondment or Fixed Term Contract until 31.03.22
Responsible To:	Director of the VRN
Responsible For:	No direct responsibility for other staff
Location Work base:	Force Headquarters
Job Role /Purpose:	This role will play a lead role in delivery of the VRN's Response Strategy with a particular focus on the prevention priorities relating to Parenting and Families, Education, and Youth Work and Diversion. Alongside overseeing the successful delivery of relevant VRN prevention projects and programmes, the post holder will work collaboratively with all relevant partners to strengthen wider prevention and early intervention pathways. An integral part of the role is to ensure the voice of children, young people and families influences all elements of the VRNs work.
Health and Safety:	To comply with the health and safety policy and its associated procedures and co-operate with your manager and the force to protect your health and safety and that of other people. To comply with the relevant risk assessments for your job role and report accidents, incidents and near misses.
Equality and Diversity:	Actively advance diversity /equality, work towards eliminating discrimination, harassment and victimisation and foster good relations between all groups of people

Person Specification

Knowledge, Skills & Abilities

Essential Criteria

A clear definition of the necessary criteria.

Knowledge/ Education (including qualifications):

- Educated to degree standard.

- Relevant professional qualification(s) relating to work with children/young people/families and extensive and up-to-date knowledge of policy and practice relating to working with children, young people and families including in relation to Safeguarding.

Work Experience:

- Extensive experience of working in relevant arenas (for example education, early help, youth work and/or children's social care) in a practitioner and management capacity including within a multi-agency environment with operational and senior stakeholders.
- Experience of leading the design and delivery of efficient and effective multi-agency projects aimed at improving outcomes for children, young people and/or families.
- Experience in compiling and delivering accessible advice and information for children, young people and/or families including through co-production with children, young people and/or families.
- Experiences in compiling business cases and/or writing funding bids to secure resources.

Personal / Interpersonal Skills, Aptitudes:

- The ability to communicate effectively (both written and verbal) with a range of stakeholders including children, young people and families.
- The ability to negotiate with and influence a range of operational and senior stakeholders recognising and incorporating a diverse range of perspectives and needs and the ability to work collaboratively and jointly problem-solve with a range of partners in order to achieve a common purpose.
- The ability to apply knowledge and experience to work independently and solve complex problems to secure improved outcomes.
- The ability to develop and maintain productive working relationships across a diverse partnership landscape to secure commitment and drive change and the ability to work at pace and lead delivery against agreed objectives.

Special Skills:

- IT skills in Microsoft office and Project management skills.
- Hold a full current driving licence and be prepared to travel regionally and nationally to attend meetings, as appropriate.– reasonable adjustments will be considered for candidates who (because of disabilities) cannot meet this requirement.

Desirable Criteria

Where available, elements that contribute to improved / immediate performance in the job.

Knowledge/ Education (including qualifications):

- Knowledge of serious violence, its causes (risk factors) and the public health approach.

- Knowledge of 'what works' in relation to strategies and interventions aimed at preventing serious violence.
- Knowledge of emerging approaches (e.g. Contextual Safeguarding and Trauma-Informed Practice).

Work Experience:

- Experience of working in a multi-agency, co-located team or project.

Special Skills:

- Knowledge and use of social media/digital platforms in a professional capacity.

** Reasonable adjustments will be considered under the Equalities Act 2010.*

Core Responsibilities/ Accountabilities

Lead the delivery of the Violence Reduction Networks (VRN) Response Strategy with a particular focus on the prevention priorities relating to Parenting and Families, Education, and Youth Work and Diversion.

Build close and collaborative links with a range of children and young people services including in relation to education, early help, social care and youth services with the aim of strengthening the system's response to preventing violence.

Work with partners to map and strengthen support and intervention pathways maximising opportunities for prevention and early intervention including in relation to identifying and mitigating childhood trauma.

Develop and manage VRN-funded/co-funded interventions and projects ensuring consistency with the evidence-base.

Lead the local implementation of the Mentors in Violence Prevention programme including a multi-agency group to build local capability and ensure sustainability.

Work closely with the VRN's Lead for Community Partnerships and Lead for Evidence and Evaluation, advising on and developing participation and involvement opportunities for children, young people and families.

Support the design and delivery of campaigns, including the production of educational/self-help material and delivery of training/webinars.

Support the VRN's work in relation to cultural change, including workforce development, as outlined in the Response Strategy.

Compile and present comprehensive reports and briefings for the Police Crime Commissioner, Office of the Police Crime Commissioner, local Boards and national forums as relevant to role.

Represent the VRN at local and national Boards, forums, meetings and networks as relevant to role.

Contribute to the VRN's mandatory products and Home Office/external reporting as relevant to role.

Establish links within the national VRU network to share good practice and jointly problem-solve.

Communication:

Support the delivery of the VRN Communications Strategy through delivering timely communication activity.

Administration:

Maintain records in accordance with national, local, and departmental policy and procedure.

Work within the VRN's programme.

General:

Actively promote equality of opportunity, work towards eliminating discrimination and promote good relations between all groups of people.

Undertake other duties, in line with the responsibility of this role, that may be required to achieve the aims of the Digital Team.

Be flexible in terms of working location and be prepared to work temporarily at other locations within the region area, undertaking a similar role.

Other:

This role description will develop with the changing demands of the VRN's objectives and priorities.

** Reasonable adjustments will be considered under the Equalities Act 2010.*

Personal Values /Competencies

The competency and values framework sets out nationally recognised behaviours.

The framework has 6 Competencies – each competency can be split into 3 levels to fit around policing and non policing roles see here : [Competency and Values framework](#)

We analyse critically
We are innovative and open-minded
We are emotionally aware
We take ownership
We are collaborative
We deliver, support and inspire

All competencies are underpinned by 4 Values that should underpin everything that we do :

Integrity
Impartiality
Transparency
Public Service

Other
<p>Security Check Levels refer to vetting for the specific levels that relate to this job role:</p> <p>Recruitment Vetting (RV)</p> <p>Car User: Yes</p>