



CHILDREN AND YOUNG PERSONS INTERVENTION FACILITATOR - BACKGROUND INFORMATION

Avon Fire & Rescue Service (AF&RS) serves the Unitary Authority areas of Bristol, Bath & North East Somerset, North Somerset and South Gloucestershire. It has 21 operational fire stations, together with offices, covering all areas, with its Head Quarters based in Portishead, near Bristol. AF&RS Control Centre, where emergency calls are handled, is situated in Lansdown, near Bath.

With an annual budget of around £50 million, AF&RS delivers a wide range of fire, rescue and community safety services across a geographic area of approximately 514 square miles with a residential population of more than one million people.

AF&RS employs over 800 staff made up of: Service Delivery including whole-time and on-call Firefighters, and staff in its Control Centre, Service Delivery Support, and Corporate Services.

This post is within the Children and Young People Team (CYP), within the Risk Reduction Directorate, and reports to the Youth Intervention Lead.

The posts work alongside others in the CYP team to design and deliver impactful youth interventions to address identified risks in the community. This involves working in partnership with other organisations and stakeholders both in the community and within AF&RS for effective project design and management.

With effect from July 2023, UK legislation was amended to enable Fire & Rescue Services to undertake standard Disclosure and Barring Service (DBS) checks for all employees. All AF&RS posts therefore require a standard DBS check, with a few defined roles requiring an enhanced DBS check. This post is subject to an enhanced DBS check. These DBS checks will be renewed throughout employment.

Safeguarding is the duty of every member of staff at AF&RS: as a public authority we have a responsibility to ensure that the adults and children we interact with are kept safe from harm.



Job Description, Core Values and Person Specification

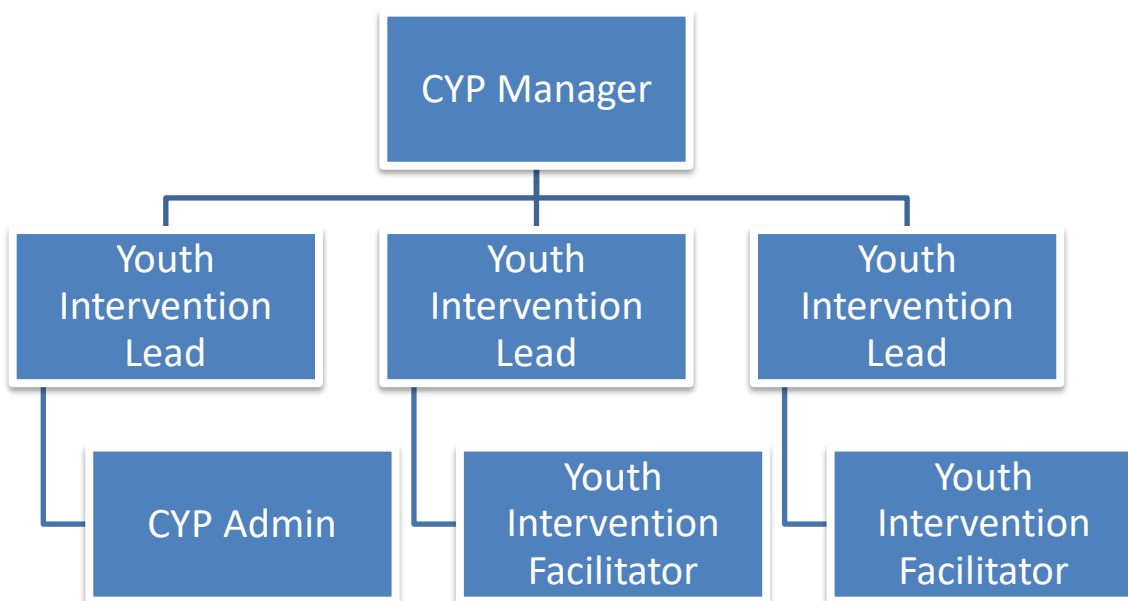
Job Title	Children and Young Persons Intervention Facilitator
Post Number	1518, 1519
Grade	Hay 9
Duration of Post	Permanent
Hours	37
Directorate	Risk Reduction
Unit or Team	Children & Young Persons
Reports to (give job title)	Youth Intervention Lead
Line management or supervisory responsibilities	No
Responsibility for managing a budget	No
Date job was evaluated	9 August 2021

Purpose of Job:

The Children and Young Persons Intervention Facilitator will support the work of the Children and Young Persons department in raising awareness to young persons of the dangers of fire, arson, water and road traffic collisions.

The post holder will also support the design and delivery of appropriate interventions for young people to reduce the number of fire, arson, water and road related incidents affecting these youth groups.

Structure Chart:



Responsibilities and Duties:	
1.	Work with AF&RS Children and Young Persons work programmes to reduce 'fire play' and related arson, water and road traffic incidents.
2.	Develop a knowledge and understanding of firesetting issues, underlying legislation and statutory requirements and our education strategies and intervention programmes. Maintain and update this knowledge by networking with Firesetter Advisor colleagues and attending training and development days as required.
3.	Develop and maintain effective working relationships with other Firesetter Advisors to share appropriate information and issues, and to maintain a consistent approach to dealing with firesetters.
4.	Provide practical assistance to the Children and Young Persons work programme through development of project work which meets the needs of children and young people within communities which are more likely to be at risk.
5.	Establish links, liaise and meet with external agencies and stakeholders already working with Children and Young Persons in the Avon area to seek advice and offer collaborative support on relevant interventions.
6.	Arrange and deliver a range of practical and informational safety sessions on a range of topics to groups of children and young people of all ages and abilities.
7.	Maintain effective communication internally and externally with relevant groups, agencies and specialists in order to exchange information and promote the services the department.
8.	Support the delivery of the Firesetter Intervention Scheme, including arranging and participating in the production and delivery of relevant training and resources.
9.	At all times work within the safeguarding policy and best practice, promoting these to all colleagues, both internal and external.
10.	Ensure the efficient and effective delivery of AF&RS policies and achievement of objectives, working collaboratively with colleagues as necessary.
11.	Be accountable for keeping accurate records of visits and interventions in the required format and in accordance with legislation and policy.
12.	Record, monitor and evaluate information and statistics and prepare or contribute to reports as required.
13.	Attend such meetings, conferences, seminars or courses as required.
14.	Promote equal opportunities in the provision of the Children and Young Persons service and take positive steps to counter discrimination.
15.	Act as a positive role model for the Fire Service at all times.
16.	Carry out any additional responsibilities as reasonable and appropriate, as agreed with line manager.
Special Notes or Conditions:	
1.	AF&RS requires all staff and leaders to promote equality and diversity by:

	<ul style="list-style-type: none"> ensuring that, both in your dealings with other employees and with members of the public, you comply with all aspects of the Service's Equality Policy and legislation that outlaws discrimination; treating members of the public and other AF&RS staff with respect, dignity and in line with the expectations determined by our Service values at all times; and taking action when witnessing an act that could be considered discrimination or harassment, challenging it and/or raising with managers.
2.	This role is based at a location to be confirmed. Although you are based at a specific location, for efficiency or other business reasons we may require you to travel to and/or work from any base within AF&RS service area or work from home, for which we will pay allowances where appropriate.
3.	If based at Police and Fire Headquarters, this is a secure site and therefore appointment to this post may be subject to passing the required vetting process.
4.	Many posts in AF&RS are hybrid-working with the facility to work from home and from an AF&RS work-base. Your manager will confirm if this applies to this post.
5.	Your job may involve working out of normal office hours, for which mutually agreed compensatory time-off will be given.
6.	Your job may involve you dealing with highly confidential and sensitive information. It is essential that you ensure this information is held and processed securely and that you act with tact and discretion at all times and comply with the General Data Protection Regulation (GDPR) and the Data Protection Act 2018. Confidentiality must be maintained, even after leaving this post or AF&RS employment.
7.	You should maintain an awareness of environmental regulations in relation to the remit of your role. All employees have a responsibility to carry out their duties in an environmentally-conscious way and to actively support AF&RS's Environmental Strategy, Policy and objectives.
8.	You must ensure you maintain an awareness of Health and Safety Regulations relevant to the duties and tasks you carry out and report any situations or incidents which could be considered hazardous. You have a responsibility for your own safety and must not endanger that of colleagues/visitors in the workplace or the public.
9.	There may be times when you are required to wear specific clothing suitable to the type of work you are undertaking. This may include AF&RS branded corporate clothing (for example when representing AF&RS externally), or protective clothing for the work being carried out, as deemed appropriate by your line manager.
10.	All AF&RS posts require a standard DBS check, with a few defined roles requiring an enhanced DBS check. This post is subject to an enhanced DBS check. These DBS checks will be renewed throughout employment.
11.	Safeguarding is the duty of every member of staff at AF&RS: as a public authority we have a responsibility to ensure that the adults and children we interact with are kept safe from harm.

Avon Fire & Rescue Service Core Values

AF&RS expects all employees to accept and work to our Core Values during the course of their employment. These Values require us all to be:

- Respectful
- Honest
- Courageous
- Ambitious
- Inclusive
- Transparent

In addition to our Core Values, all employees should accept and work to the National Fire Chiefs Council (NFCC) Core Code of Ethics:

- **Putting our communities first** – we put the interest of the public, the community and service users first;
- **Integrity** – we act with integrity including being open, honest and consistent in everything we do;
- **Dignity and respect** - we treat people with dignity and respect, making decisions objectively based on evidence, without discrimination or bias;
- **Leadership** – we are all positive role models, always demonstrating flexibility and resilient leadership. We are all accountable for everything we do and challenge all behaviour that falls short of the highest standards;
- **Equality, diversity and inclusion (EDI)** – we continually recognise and promote the value of EDI both within the FRSs and the wider communities in which we serve. We stand against all forms of discrimination, create equal opportunities, promote equality foster good relations and celebrate difference.

Signed confirmation that this Job Description accurately reflects the requirements of the job:

Job Holder’s Manager		Date	
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Signed agreement to carry out the responsibilities of this Job Description, and of acceptance of AF&RS Core Values and NFCC Code of Ethics:

Job Holder		Date	
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See following page for Person Specification

Person Specification

Job Title	Children and Young Persons Intervention Facilitator			
Post Number	1518, 1519			
Grade	HAY 9			
Qualifications, knowledge, experience, skills and personal attributes required for the job:				
	E=Essential D=Desirable	Measured by: A = Application T = Test I = Interview		
		A	T	I
Qualifications/Knowledge				
Have good knowledge and understanding of the importance of robust safeguarding practices - experience of working within a statutory safeguarding environment would be beneficial	E	X		X
A relevant qualification in youth work, in child development, as a teaching assistant or similar other.	D	X		X
Knowledge and understanding of national legislation and policies which underpin the work of the Fire Service, safeguarding and youth intervention work.	D	X		X
Experience				
Recent experience of practical teaching, youth work, or working with large groups of children and young persons.	E	X		X
Be able to demonstrate experience of successful intervention work.	E	X		X
Proven ability to communicate and relate to people at all levels, verbally and in writing.	E	X		X
A commitment to equality and fairness and an understanding of human rights.	E	X		X
Multi-agency work experience.	D	X		X
Skills				
Able to quickly build rapport with young persons and deal with individuals in an empathetic and confidential manner.	E	X		X
Able to demonstrate the enthusiasm, initiative and self-motivation to work effectively within a busy team.	E	X		X
Able to plan, organise and prioritise own work to meet objectives.	E	X		X
Computer literate (experience of using Microsoft Office suite)	E	X		X
Able to drive with a full current valid driving licence.	E	X		
Personal Attributes –				

Willingness to accept and work to our Core Values during the course of employment.	E	X		X
Adaptable with a flexible approach to work, to meet business needs.	E	X		X
Able to work effectively both individually and as part of a team.	E	X		X
Professional in conduct.	E	X		X
Strong stakeholder ethic with customer orientated approach.	E	X		X
Committed to undertake relevant training and continuous professional development opportunities.	E	X		X