

Early Intervention and Prevention Coach

YPASS

HOURS: 35 hours per week, Monday to Friday

SALARY: £26,406.00

ANNUAL HOLIDAYS: 6 weeks plus Bank Holidays

LOCATION: Halifax

Job Description

REPORTS TO: Scheme Manager

You will be the first point of contact for young people (16-25) accessing the service and be responsible for providing low level support and brief interventions. This will include processing referrals and carrying out strength-based assessments. It also includes help registering with housing providers, applying for CLS grants and support to access healthcare, benefits, education and training. You will be responsible for keeping in touch on a regular basis to check the status of housing applications, check people's current circumstances and crisis intervention. You will work closely with several agencies to ensure that young people are involved with the appropriate services and receiving the necessary support. You will help young people identify their individual goals at the assessment stage and work alongside them to start achieving these. You will be supported in your role by an apprentice and volunteers.

RESPONSIBILITIES

- Ensure any urgent needs identified at assessment are addressed immediately, including access to emergency accommodation.
- Provide a flexible, holistic and person-led approach to working with individuals. Adopting a strengths based, trauma informed approach to enable individuals to identify and start achieving their ambitions.
- Ensure ongoing contact is maintained with individuals as they work towards their goals, recording progress against their individual goals and aspirations.
- Provide motivational coaching to individuals around their ambitions. This may include homelessness prevention, improved health, financial resilience, community involvement etc.

- Maintain regular contact with individuals, at a frequency, location and method of their choosing. This may include 1:1 sessions in the community, in an individual's home, over the telephone or via digital means.
- Work in collaboration with other organisations to assist people to achieve their individual aspirations. This includes education, training and health and wellbeing.
- Use a bespoke computer software system to document all aspects of an individual's journey, from referral to successful completion and evidencing of their achievements.
- Maintain accurate records and contribute to management/commissioner reports
- Ensure that professional boundaries are maintained at all times.
- Demonstrate commitment to ensuring and promoting equality and diversity, treating others with dignity and respect at all times.

Note: This is a job outline only and seeks to set out the principal purpose and functions of the role; it may therefore be subject to change.

Safer Recruitment

Horton Housing is committed to safe and fair recruitment, safeguarding, and protecting the people that we support. Positions here at Horton require a fully completed application form with any gaps explored back to the age of 18, as well as a right to work check, two references and a DBS check to identify and reject applicants who are unsuitable to work with children, young people or vulnerable adults.

Person Specification

Essential for the role:

- Understanding of and/or experience of the challenges faced by people going through difficult times e.g. homelessness, ill-health, offending, unemployment etc. This could be through paid employment volunteering or lived experience
- Understanding of and/or experience of strength-based, person-led approaches to working alongside people
- Ability to build effective working relationships
- Ability to develop and maintain strong partnership working; liaising and working closely with other agencies/organisations to provide support
- Experience of developing action plans and providing appropriate coaching, advice and guidance would be desirable
- Understanding of trauma informed practice would be desirable
- Effective communication and IT skills

Essential for Horton Housing:

- Ability to maintain professional boundaries
- Commitment to Equality, Diversity and Inclusion
- A willingness to undertake any further training required



- Ability to work flexibly to meet the needs of the service/department
- A full UK driving licence and use of a car for work purposes
- Enhanced DBS check before start

What matters most to the people accessing our services?

We spoke to a group of the people we support and asked them what they thought were the most important skills and qualities for a Horton colleague in a support setting. The group agreed that soft skills were often more important than direct experience. The people we support are looking for someone **professional** and **positive**, who is **respectful**, **non-judgmental** and **empathetic**. The group values staff that are both **good communicators** and **good listeners**, with the ability to **uplift** and **encourage** the people they support to meet their goals. With **patience** and **resilience**, our colleagues should **lead by example** and ‘**walk the walk**’. With all the exciting activities we have in our services, **resourcefulness** and a **sense of humour** don’t hurt either!

About the department

YPASS (Young Persons Prevention and Support Service) is a temporary support service for young people aged 16-25. We support young people who are experiencing homelessness or at risk of homelessness or inadequately housed. YPASS offers a range of different elements including

- Crash pads available for emergency accommodation
- Floating support
- Mediation and prevention service
- Drop-ins

The service works in partnership with statutory and voluntary agencies to ensure a comprehensive support is offered, including housing providers, substance misuse agencies and health services.

