**Overview Document**

**CWC19103 – Provision of Key Workers for the Young Persons Team**

City of Wolverhampton Council are seeking an expert organisation or organisations to provide up to five key workers for a new Young Persons Team.

**Background**

The Council is committed to putting in place a specialist multi-agency and multi-disciplinary team to work with vulnerable or at-risk young people across the different levels of need/ support from early help to children and young people in care.

Following a successful pilot project, resources have been made available to put in place the Young Person’s Team for a two-year period. The new service has been shaped by reference to the identified need in Wolverhampton and the findings of research into effective interventions for adolescent young people.

## Services to be providedThe service relates to the provision of staff who will work in a specialist multiagency and multidisciplinary team to work with at-risk adolescents, based on learning from the pilot of the young person’s team and research evidence outlined above. The team will work with young people across the different levels of need/support from early help to young people in care.

The team will be located within the Council’s Specialist Support Service. Operationally, it will be managed by a Social Work Team Manager, reporting to the Operations Manager (Youth Offending).

Staff will be able to access clinical/professional supervision from staff from their own profession/organisation where necessary.

The overall team will comprise staff from different agencies including the following roles: manager, social worker, key workers, psychologist, speech and language therapist. The successful organisation(s) will provide the key workers.

There will be five key workers within the team. These will have a generic job description, but the appointed key workers are expected to come from differing backgrounds, so that the team has a balance of skills and expertise, including youth work, emotional wellbeing, and family support.

While the team will comprise a number of different professionals, it is vital that staff are prepared to accept flexibility about role boundaries and that all staff are sufficiently skilled, adaptable and motivated to provide support to young people that feels consistent in its approach.

Co-location will be crucial to establishing effective working relationships, a joined-up approach and information sharing. The social work team manager will co-ordinate the team, and directly supervise the social workers and the family support worker, with matrix management arrangements in place for supervision of staff from other disciplines. There will be weekly joint reflective supervision sessions to embed a culture of reflection and learning, and to help the team to develop a shared understanding of the young people, their situations, aspirations and their needs.