

VOLUNTEER REFERRAL PANEL MEMBERS

What is a Referral Panel?

Referral Panels are a new way of dealing with young people who start committing crimes. Local people will take the lead in :

- ensuring young people take responsibility for their behaviour.
- helping put things right for those harmed.
- promoting young people's place in their community.
- helping young people to change their behaviour for good.

What happens at Panel Meetings?

Panels will give those harmed a chance to let the young person know how the crime has affected them and what might help put things right. Panel members will then talk and listen to everyone and agree a plan of action designed to put right the harm already done and prevent future offending. The panel will meet to check progress and may refer back to Youth Court if the young person is unreasonable.

Who will the panels deal with?

The Youth Court will refer all young people aged 10-17 who plead guilty and have not been convicted before. Unless the matter is so serious that they go to custody or so minor that it is discharged

Who will be on the Panel?

Each panel will have two members who are volunteers from the local community and be assisted by a professional from the Youth Offending Team.

Who else will be at the Panel Meetings?

The young person's primary carers will be there along with any other adults who may be able to offer support and guidance. Those harmed by the offence will normally be invited to attend in person and can bring someone with them to provide moral support. Alternatively they can ask for their views to be taken into account or be represented by someone else at the panel meeting.

We are looking for you!

We need panel members willing to represent their local community. That means men and women of any age (18 or over) and from every ethnic and social background. We want people who are good at listening and talking. So if you have a degree from the University of Life and a Diploma in Common Sense, we're looking for you!

Will I be trained?

We don't expect people to have all the skills necessary to be a panel member from the start. We will offer full initial training which will help you prepare for a challenging but worthwhile task. Once you become a panel member you will continue to get regular training sessions to support you in your work

What if I have a criminal record?

Being a panel member involves working with children and for that reason we are required to carry out a full criminal record check. Previous convictions, especially those which are minor in nature and old, will not automatically stop you from becoming a panel member. This is something we can discuss further with you.

How much of my time will it take?

We would expect you to attend a panel meeting once a week for about 40 weeks of the year. You would spend around two-three hours a week on being a panel member - this covers your preparation, attendance and training.

Will I be paid?

No. Community panel members are volunteers. You will not make money from being one, but equally you will not be out of pocket. Travel and childcare expenses will be paid.

VOLUNTEER MENTORS

What is a Mentoring?

Mentoring is a voluntary one-to-one relationship between a supportive adult and a young person who voluntarily wants some extra encouragement and support

What does it involve?

It involves meeting up with the young person and providing a positive role model. It is more than befriending and aims to make constructive changes in the life and behaviour of the young person.

How does it work?

Effective mentors:

- have active listening skills
- can establish and maintain a shared agenda
- have time to develop trusting relationships
- can sustain a high level of contact with the young person and encourage positive interactions
- receive adequate initial training and on-going support

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Will I be trained?

We don't expect people to have all the skills necessary to be a mentor from the start. We will offer full initial training which will help you prepare for a challenging but worthwhile task. Once you become a mentor you will continue to get regular training sessions to support you in your work

What if I have a criminal record?

Being a mentor involves working with children and for that reason we are required to carry out a full criminal record check. Previous convictions, especially those which are minor in nature and old, will not automatically stop you from becoming a mentor. This is something we can discuss further with you.

How much of my time will it take?

High levels of contact between the mentor and the young person are associated with a great deal of success. Therefore regular meetings are important. Ideally there should be three to four meetings per month lasting a couple of hours.

Will I be paid?

No. Mentors are volunteers. You will not make money from being one, but equally you will not be out of pocket. Travel and childcare expenses will be paid.

CASUAL YOUTH JUSTICE SUPPORT WORKER

	ESSENTIAL	DESIRABLE
WHAT QUALIFICATIONS DO I NEED?	3 GCSE's Grade C or equivalent including English Language	Recognised training course or professional qualification in working with young people. DipSW or equivalent.
WHAT WORK-RELATED EXPERIENCE AND ASSOCIATED VOCATIONAL TRAINING SHOULD I HAVE?	At least two years working in a support role for education, youth service, social services or similar.	Experience with secondary school age children in a support role. Experience with children experiencing emotional and behavioural difficulties.
WHAT OTHER RELEVANT EXPERIENCE SHOULD I HAVE?	Able to communicate effectively with a wide range of adults and children. Able to demonstrate sound literacy and numeracy skills. Able to establish and maintain positive and consistent relationships with young people and staff. Able to liaise with a wide range of agencies/organisations. Able to keep up to date and accurate records, to monitor progress and review programmes.	Ability to offer support in a range of practical settings (e.g. building, motor vehicle, horticulture). Experience in offering support in outdoor education activities. Experience of working in a multi-racial environment, or of working with people from other minority ethnic groups.
IS THERE ANY SPECIALIST KNOWLEDGE I MUST HAVE?	An understanding and appreciation of the needs of children and young people.	Knowledge of current child care, education and youth justice policies and practice. An understanding of family dynamics and how these affect young people.
WHAT JOB RELATED SKILLS CAN I DEMONSTRATE?	An ability to adapt to unexpected problems and situations. An ability to reflect on own life experience. An ability to forward plan, organise and prioritise work demands. An ability to translate plans for young people into achievable goals. To identify issues carrying Racial Equality implications and develop staff where applicable.	An ability to deal with issues of control concerning adolescents. An ability to effectively communicate with parents/adult carers. The use of procedures and systems, eg. consultations, personnel, grievance/racial harassment, ethnic monitoring relevant to implementation of the Council's Equality Policies.
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WHAT PERSONAL SKILLS DO I HAVE?	The ability to effectively engage with people and make constructive use of relationships. An ability to deal with stressful situations. Effective oral and written communication skills, ie. report writing, recording and verbal presentations. The ability to be assertive in difficult situations.	Skills in working with young people, their families and other professionals, eg. teachers, youth justice workers, social workers, health professionals. A capacity for innovation in developing approaches for working with young people and their families.
WHAT ARE THE WORKING HOURS?	Availability to work flexibly including evening, weekend working and unsociable hours including Bank Holidays. Own Transport.	