

National Occupational Standards for Children & Young People's Workforce



SKILLS for JUSTICE
Developing skills for safer communities

Introduction

In 2008 Skills for Justice completed an occupational and functional map for the Justice sector's Children and Young People's Workforce. The project identified a number of gaps in the Justice sector National Occupational Standards (NOS) across a variety of functions and occupations. It was essential we addressed these gaps to enable the Justice sector to perform to nationally agreed standards of competence in working with children and young people. This work would also raise awareness across employers in the Justice sector of the importance of recognising they are a part of the Children's Workforce.

In partnership with key stakeholders, we have developed NOS to address specific gaps which were identified in the project. They define the standards for the skills and knowledge needed by the many agencies who work with Children and Young People.

As a result of the project 10 new NOS were developed and a number of events held to consult more widely on the standards. The events were attended by practitioners from a wide range of disciplines who are part of the Children and Young People's Workforce in the Justice sector.

Some of the NOS cover more generic functions within the Justice sector but the majority focus primarily on functions within borders/immigration and detention.

The possibility of developing a qualification for this area was also investigated as part of the project. However, because this suite of NOS is based on gaps within existing suites, they do not naturally form a coherent suite aimed at a specific occupational area. A full qualification in this area would therefore be difficult to develop.

There was support for a small competence based qualification to enable Continuing Professional Development (CPD) and for the NOS to be added into existing qualification structures. This would enable the work with Children and Young People to become more integrated into areas within the Justice sector.

The project also recommended that existing NOS suites could be amended to make them more applicable to the Children and Young People's Workforce. This needs to be considered in future reviews of NOS suites.

Contact us

Further information

Should you require further information, or wish to view and download any of the National Occupational Standards for the Children & Young People's Workforce, please visit our NOS Finder toolkit www.skillsforjustice-nosfinder.com

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INVESTOR IN PEOPLE

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National Occupational Standards

National Occupational Standards (NOS) describe competence and performance in terms of outcomes.

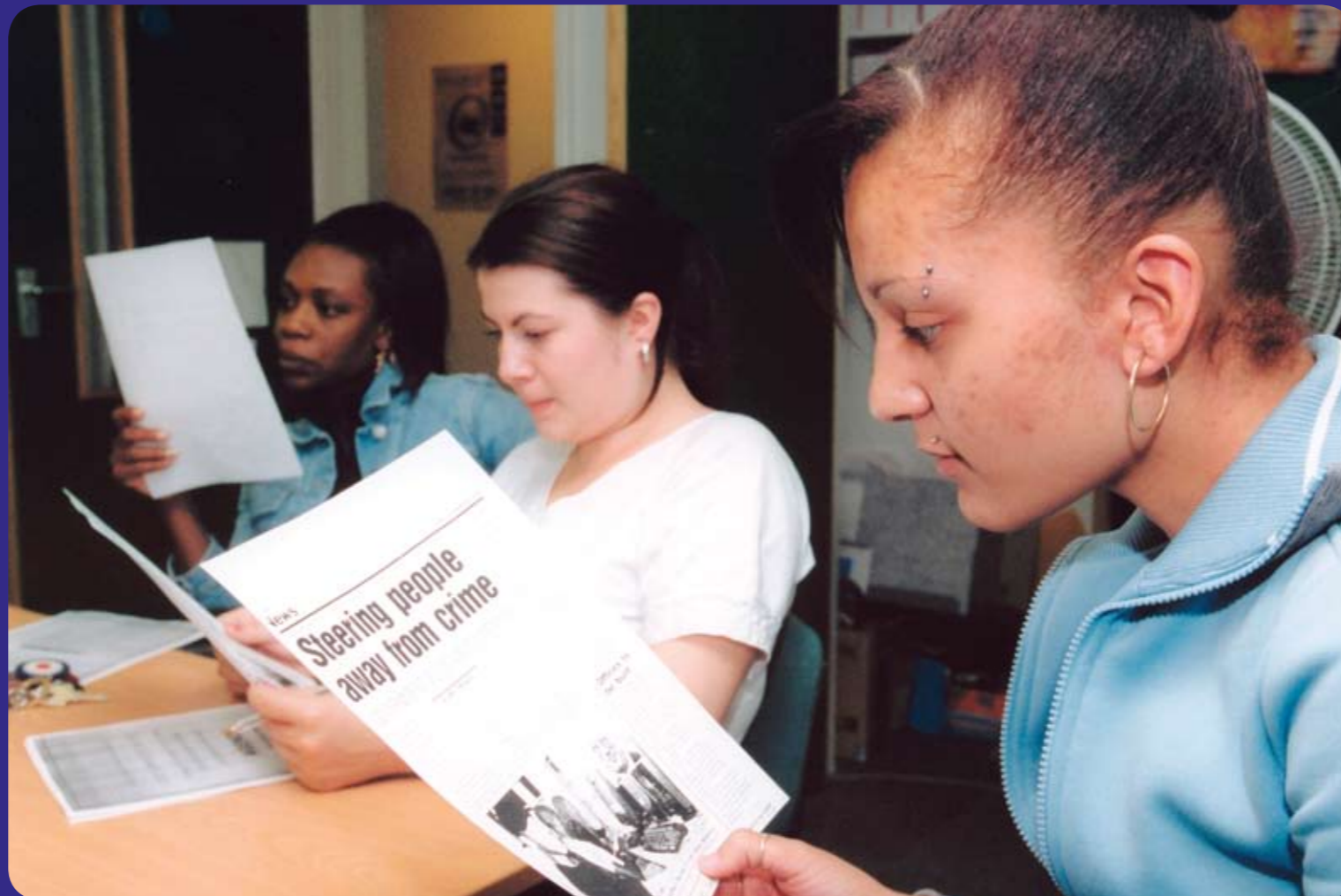
Today NOS are an indispensable tool for managing a highly skilled workforce. They are used in a variety of ways to support individual and organisational development and quality assurance at all levels. They provide benchmarks of good practice across the UK.

The development of NOS is employer-led and based on the collaborative working of representatives from across the sector. We co-ordinate experts and key practitioners in order to assemble steering and working groups to develop standards that are robust and fit for purpose.

Once developed, the NOS are regularly monitored and revised to keep them up to date and relevant.

If you are interested in finding out more about incorporating NOS into your organisational processes, we can advise you on the best ways of doing this.

We have a wealth of experience in this area and can help you to make the best use of the NOS by offering workshops, mapping NOS to training courses and other related services.



Using NOS for the Children & Young People's Workforce

National Occupational Standards (NOS) can be used for a variety of purposes throughout the people management and development cycle, as well as to support team and partnership development, quality assurance and the development of organisational culture and competence. A few examples of their uses include:

Recruitment and Selection

- preparing job descriptions
- writing job adverts
- planning induction and initial training.

Workforce Development

- specifying skills and competence needs
- assessing competence
- identifying training needs.

Structuring Learning Programmes

- linking training to organisational objectives
- increasing the relevance and credibility of training and learning programmes
- identifying learning opportunities on the work environment
- developing specific learning objectives
- developing content for learning programmes.

New National Occupational Standards for the Children & Young People's Workforce

- AB7** Communicate with children and young people in contact with the justice and community safety sector
- BJ101** Plan, promote and support children and young people's participation when they are in contact with the justice and community safety sector
- BJ102** Prepare for and carry out bed watch requirements for children and young people
- BJ103** Use physical interventions on children and young people in contact with the justice and community safety sector
- BJ104** Promote the safeguarding and wellbeing of children and young people in emergency situations
- BJ105** Promote the safety and security of children and young people in the immigration and asylum system
- CP401** Assess unaccompanied/separated children and young people entering the UK
- CP402** Facilitate the integration of unaccompanied/separated children and young people into the community
- CP403** Refer children and young people at immigration/border control to the appropriate support agency
- CP404** Prepare children and young people for repatriation



New Qualifications and Credit Framework (QCF) Units for Working with Children and Young People

Qualifications and Credit Framework (QCF)

The QCF is a flexible way of recognising achievement. Successful candidates are awarded credit for achieving units and qualifications across England, Northern Ireland and Wales.

Skills for Justice have been commissioned by the Children's Workforce Development Council (CWDC) to develop QCF units and guidance based on the core competencies for the children's workforce.

The overall aim of this work is to develop the means of promoting and embedding the knowledge and skills appropriate for best practice amongst the wider workforce when working with Children and Young People.

Examples of such roles in the Justice sector could include police officers, courts administrators, prison officers or immigration officers. The full range of roles is extensive and covers many occupational areas.

Skills for Justice have worked closely with the Justice sector and other Sector Skills Councils (SSCs) on the project to develop the guidance. This has ensured all the sectors have been represented and have been consulted with.

The outcomes from this work will include QCF units at Level 2 and 3 with guidance promoting the use of the units for the wider workforce working with children and young people.

The proposed units will introduce the knowledge and understanding required when working with children and young people in a manner appropriate for all within the wider workforce. They will be transferable and can be applied to relevant qualifications within the QCF.

The units will be transferable and could be used as a stand-alone qualification, be included within other relevant qualifications or used as a basis for developing training programmes.

This work will have a significant impact on the lives of children and young people by ensuring that those employees working with them and their families have the best possible training and qualifications, ensuring that children and young people are at the centre of all services.

To find out further information about the project please contact info@skillsforjustice.com or call **0114 261 1499**.



Other Skills for Justice Work

Not only do Skills for Justice develop NOS we have also a wide range of other products and services to meet your needs:

- we have developed a Labour Market Information (LMI) Matrix, which provide a wide range of statistics and data relating to the Justice sector labour market
- our fortnightly e-brief contains news and information on our work and is received by thousands across the Justice sector
- in addition to the e-brief we produce a regular briefing specific to the Children and Young People's Workforce.

For further information on any of these resources, please contact us at info@skillsforjustice.com

Our Work on Behalf of the Children and Young People's Workforce

Over the past two years Skills for Justice, as a result of funding from the CWDC, has been able to carry out a series of projects designed to improve the skills of those working in the Justice sector who come into contact with children and young people. This project has been focused on England but several of the project's outputs have benefited all four UK nations and include the development of NOS and a Level 4 Diploma in Restorative Practice.

We have established a well attended Justice Children and Young People's Workforce Group in England which has directed our work in this area as well as provided opportunities for sharing good practice. Members are drawn from the public, private and voluntary sectors who have valued the opportunity to work with other agencies.

The funding has also meant that Skills for Justice has been able to represent the Justice sector on a variety of projects designed to improve the skills of the children and young people's workforce. These have included the Young People's Workforce Reform Programme and the refresh of the Common Core of Skills and Knowledge for Working with Children and Young People.

All of our NOS and qualifications can be found on our NOS Finder Tool www.skillsforjustice-nosfinder.com