Job Description

Job Title:	Gangs and Violence Reduction Worker		
Reports to:	Contextual Safeguarding Lead		
Directly accountable for:	N/A		
Reporting Department:	Children and Young People and Community Development	**Grade:**	PO2
Department:	Targeted Prevention Hub, Early Help and Social Care	**Driving required:**	Yes
DBS Status:	Enhanced DBS	**Politically restricted:**	No

Organisational Category:

☐Social Care and Community Services

Job Purpose:

The purpose of the role is to support the highest risk young people (aged 11 – 18yrs) referred to the Targeted Prevention Hub, who are at risk of or involved in Gang related activities, and where there is Risk Outside The Home.

Brent Values

- Collaborate proactively.
- Lead inclusively.
- Embrace change.
- Be bold and curious.
- Celebrate and share our success.

Overall Description

• To be responsible for the provision, development and high-quality delivery/ co-ordination of Gangs work with young people in order to minimise the risk of them entering the care system and their involvement in gangs.

• To deliver individual and group informal/formal sessions with a focus on education, personal and social development for young people with the aim of reducing the involvement and impact of gang activities on the young people and their families.

• To promote the development of joined up working with internal and external professional and voluntary partners to achieve Targeted Prevention Hub (TPH) service aims and objectives.

Job specific roles and responsibilities

- Deliver a high-quality gangs service for children, young people and families referred to TPH, providing bespoke interventions, support sessions and community outreach in line with statutory requirements, policies and procedures.
- Co-work cases, including high-risk cases, involving gang-related crime, county lines and serious youth violence, implementing risk assessments, safeguarding interventions and action plans to reduce harm and prevent care entry.
- Support parents, carers and families to access services and safeguard children and young people affected by gangs, county lines and serious youth violence.
- Share information and intelligence appropriately with TPH practitioners, locality partners, Community Safety, the Contextual Safeguarding Lead and other key agencies to achieve safeguarding outcomes and DfE objectives.
- Attend and contribute to strategy meetings, professional meetings, assessments, reviews and lead professional processes for young people at risk of or involved in gang-related activity.
- Deliver workshops on knife crime, gangs and exploitation, undertake outreach in hotspot areas, and contribute to peer mapping and safety mapping activities.
- Maintain accurate case records; monitor, evaluate and report on service impact; escalate concerns regarding intervention effectiveness; and support the development of TPH provision and wider service improvement.
- Build and maintain effective partnerships with police, Youth Justice, education, housing, health and community services, ensuring children, young people and families are actively involved in intervention planning, delivery and evaluation.
- Safeguarding is everyone's responsibility and all employees are required to act in such a way that at all times safeguards the health and well-being of children and vulnerable adults.
- We are committed to an inclusive workplace where everyone is treated with dignity, respect, and fairness. All employees are expected to promote equality, diversity, and inclusion, and candidates may be assessed on their ability to contribute to an inclusive working environment.
- Undertake any other duties commensurate with the general level of responsibility of this post.

Essential Requirements

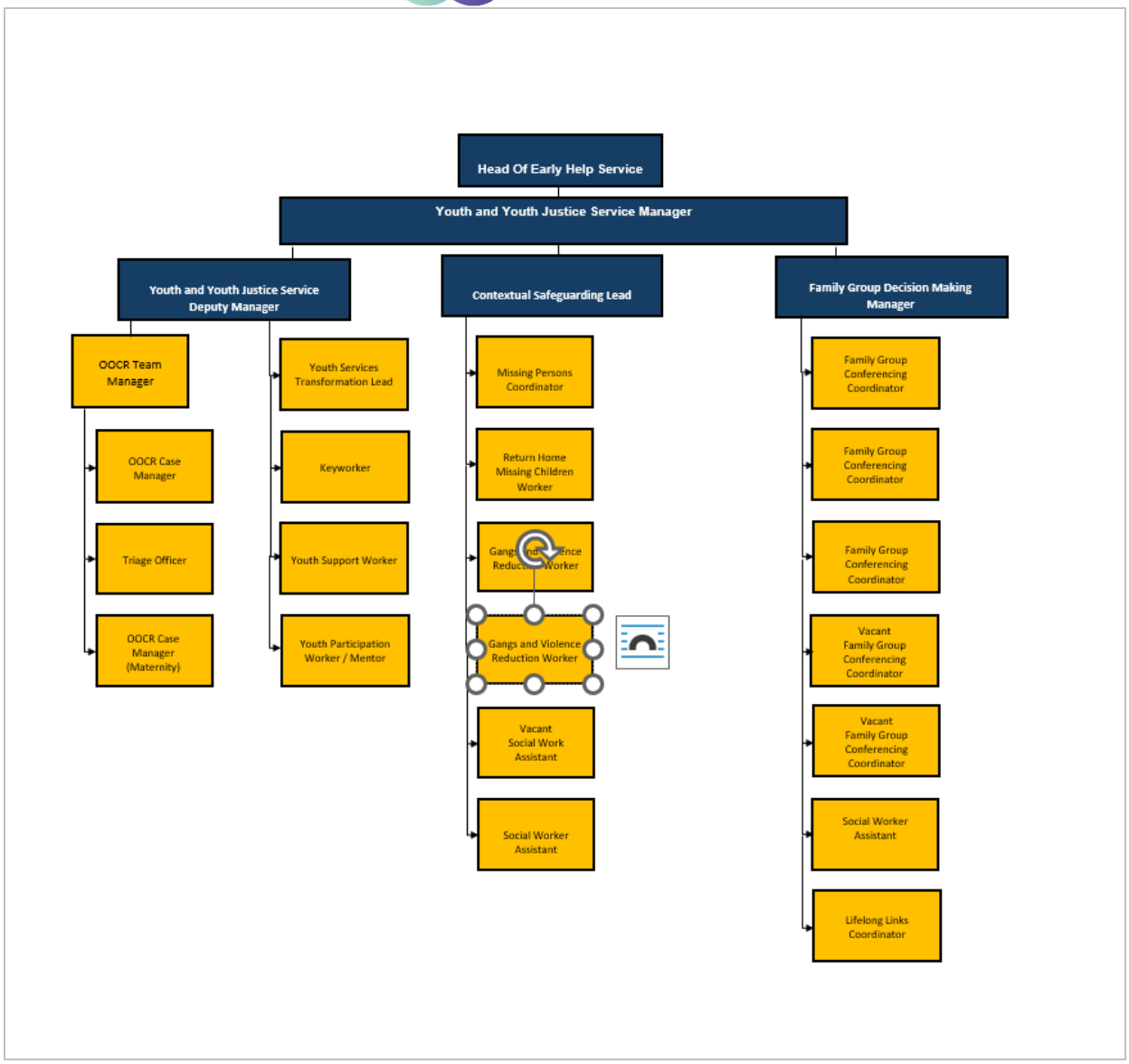
	Criteria
1	Qualification and Professional Membership requirements- Youth & Community Work qualification – Level 3 and above or educated to degree level/ or extensive experience within similar field.
2	Knowledge of MAPPA, child protection legislation, and safeguarding children and adults statutory guidance. Strong understanding of the risks affecting children and young people, including sexual exploitation (CSE), county lines, gangs, serious youth violence, and anti-social behaviour. Working knowledge of key legislation including the Children Act 1989, Crime and Disorder Act 1998, Anti-Social Behaviour, Crime and Policing Act 2014, Housing Act 1988, and GDPR/Data Protection legislation 2018. Ability to apply local and national policies, procedures, and legal frameworks to assess risk, safeguard vulnerable individuals, and support multi-agency interventions.
3	Strong knowledge of working with young people, multi-agency partners, and the voluntary sector to address complex safeguarding concerns.

	Commitment to equality, diversity, and inclusion, with the ability to implement Equal Opportunities policies in practice. Evidence of ongoing Continuing Professional Development (CPD) and full compliance with professional development requirements. Proficient in the use of IT systems, data management, and information sharing, including the ability to accurately record, analyse, and interrogate data to inform decision-making.
4	Extensive experience working with young people aged 11–18 affected by or involved in gangs, serious youth violence, and related vulnerabilities. Proven ability to work in partnership with statutory, community, and voluntary sector agencies to address gang involvement and youth violence. Experience in developing youth voice, participation, and social education programmes, including group work and street-based outreach. Strong commitment to embedding equality, diversity, and inclusion within youth work practice.
5	Experience managing or co-working complex caseloads and delivering targeted interventions in challenging and high-risk environments. Skilled in maintaining accurate records, monitoring progress, and producing reports to support accountability and effective service delivery. Demonstrates personal resilience, adaptability, and flexibility when working with vulnerable young people and responding to complex safeguarding concerns.
6	Skilled in delivering high-quality gangs case management using a whole-family approach, including assessment, early identification of need, and referral pathways. Strong understanding of young people's development, safeguarding, professional boundaries, health and safety, and equality in practice. Proven ability to manage competing priorities, solve problems, maintain confidentiality, and meet deadlines while delivering outcome-focused interventions.
7	Experienced in building effective relationships with young people, families, professionals, volunteers, and multi-agency partners to achieve coordinated outcomes. Excellent communication, negotiation, and influencing skills, with the ability to present complex information to diverse audiences. Proven ability to plan and deliver projects and work programmes, work independently and collaboratively, support strategic objectives, and maintain a flexible approach to service delivery, including evenings and weekends where required

Within reason these key deliverables may evolve to meet service needs, and it is expected that the postholder will be flexible and adaptable in their delivery to meet both service and council-wide needs

Budget Responsibility n/a

Organisational Structure Chart



Evaluated April 2024; Last reviewed June 2026