



Job Profile and Working for Stockport

Our Council

Join us at Stockport Council – MJ Local Authority of the Year 2025

Our employees are our **greatest asset**. We're proud of the way we provide vital frontline services every day and work together, as **one team**.

Our 4 **core values** as shown above, run through everything that we do, and we aim to stay **true** to them regardless of the challenges that we may face.

To **support** our values, we have policies, guidance and procedures around health, safety and welfare, customer care, emergency planning and security that all our **colleagues** are adhering and working to.

We also **pride** ourselves on our commitment to wellbeing and inclusivity of our colleagues and residents.

You can find out more about working for Stockport Council and some of the benefits that we offer our employees at <https://greater.jobs/locations/stockport/>





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About the Job

Role:	Senior Intensive support worker (16-25 years)
Service Area:	Leaving Care Service
Directorate:	Services to People - Childrens
Salary Grade:	Scale SO2 +2

Main Purpose of the Job

The Senior Intensive Support Worker plays a key leadership role within the Leaving Care Service, working closely with the Team Leader and the Staying Close offer to provide high-quality, trauma-informed support to care-experienced young people aged 16–25. This role combines direct, relationship-based work with young people, supervisory responsibilities, and practice leadership, ensuring consistent, strengths-focused support across the team and a smooth, coordinated approach between Intensive Support and Staying Close pathways.

You will hold a small, capped caseload of the most complex or high-risk situations, offering intensive, flexible support that promotes safety, stability, and confident transitions into adulthood. Alongside this, you will coach, supervise and guide Intensive Support Workers, modelling reflective, relational and therapeutically informed practice that aligns with the Staying Close principles of continuity, trust and sustained connection.

This role requires creativity, emotional intelligence and the ability to coordinate multi-agency responses that place young people's voices, identities and lived experiences at the centre of planning. Working in close partnership with the Staying Close team, you will help ensure that every young person benefits from a joined-up, relationship-based support network that strengthens their resilience and builds their confidence as they move toward independence.

Main Purpose

- To support the Team Leader in the day-to-day running of the Staying Close Offer within Leaving Care.
- To provide supervision and professional guidance to Intensive Support Workers and progression coaches.



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- To deliver high-quality, trauma-informed interventions to young people with multiple and complex needs.
 - To ensure coordinated, multi-agency responses that promote safety, wellbeing, and positive outcomes.
 - To model reflective practice, support workforce development and champion Stockport's values across the service.
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Key Responsibilities

1. Leadership & Team Support

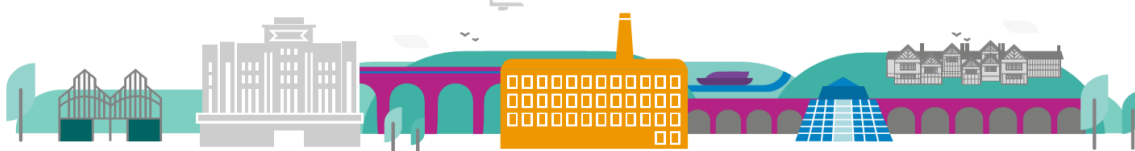
- Support the Team Leader with the operational delivery of the Staying Close Offer.
- Provide formal and informal supervision, practice oversight and reflective space for ISWs and progression coaches.
- Offer day-to-day guidance and ensuring consistency and safe practice.
- Promote a culture of trauma-informed, relationship-focused and strengths-based practice.
- Assist in developing tools, resources and practice guidance used across the team.

2. Direct Work With Young People

- Hold a small, capped caseload of young people requiring intensive, flexible, and specialist support.
- Build trusting and empowering relationships, encouraging participation, choice and self-advocacy.
- Provide responsive crisis intervention, planned developmental work, and ongoing support that adapts to changing needs.
- Support young people to sustain accommodation, strengthen emotional wellbeing, and develop independent living skills.
- Ensure young people understand their rights, entitlements and pathways into education, employment, health and community support.

3. Multi-Agency Coordination

- Work collaboratively with Personal Advisers, 65ers, Housing, Health, Education, Adult Services and community partners.
- Contribute to and/or complete support / safety plans and multi-agency support packages.



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- Attend and provide reflective contributions to pathway reviews, planning forums, safeguarding meetings and housing discussions.
- Support consistency across Staying Close pathways.

4. Improving Outcomes

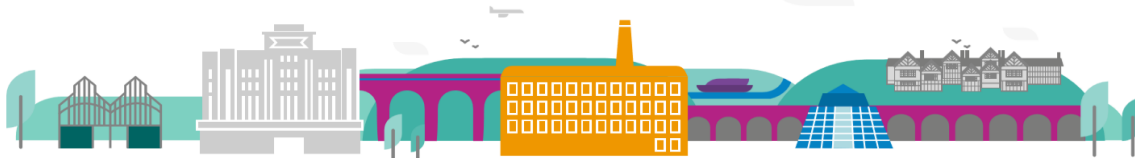
- Model relational, emotionally attuned practice that helps young people feel secure and understood.
- Use evidence-informed interventions and creative tools to promote engagement and identity-affirming support.
- Help young people access and sustain EET opportunities, working closely with specialist Staying Close EET worker.
- Work with young people to develop stable, safe home environments that promote resilience and connection.

5. Service Development & Quality Assurance

- Contribute to audits, quality assurance and service improvement planning.
- Identify gaps in provision and generate ideas for improving consistency and outcomes.
- Support learning across the team by sharing good practice, co-delivering training, and contributing to reflective discussions.
- Maintain accurate and timely records, reports and case notes in line with procedure.

6. Safeguarding & Professional Standards

- Ensure robust risk assessment and clear safety planning, escalating concerns appropriately.
 - Follow Stockport Council policies, health and safety standards, lone working protocols and information governance requirements.
 - Promote diversity, equity and inclusion, ensuring all young people feel respected, seen and valued.
 - Work flexibly across the service between **8am and 8pm**, and weekend working according to young people's needs.
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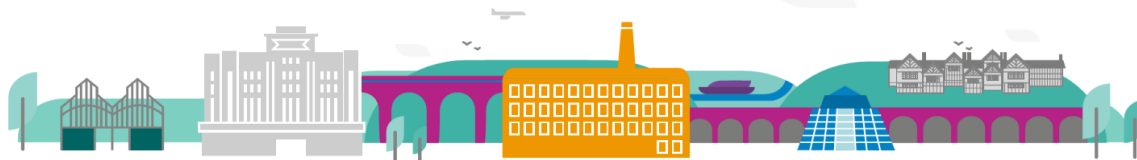
About You

Please use your application to tell us how well you meet the criteria listed below as these are the key skills, experience, technical expertise and qualifications needed to be successful in the role. We will then use all the information you provide in your application to help us decide whether you are shortlisted for interview. Any interview questions or additional assessments such as tests or presentations may also be broadly based on these criteria:

- Working to the Council's values and behaviours by:
 - Keeping the people of **Stockport** at the heart of what we do
 - Succeeding as a **team**, collaborating with colleagues and partners
 - Driving things forward with **ambition**, creativity and confidence
 - Showing value and **respect** to our colleagues, partners and customers.

You will demonstrate:

- Experience supporting care-experienced young people or those with complex needs in a trauma-informed, relational way.
- Social Work Qualification or NVQ Level 5/ equivalent qualification in a relevant field
- Ability to provide supervision and guidance within a support setting.
- Able to create an emotionally safe space that supports young people to build trust at their own pace, especially when they are feeling uncertain or in crisis.
- Experience delivering intensive support, crisis response and early intervention.
- Demonstrate a strong understanding of the Staying Close model and its role in providing relational, consistent support for care-experienced young people
- Ability to work confidently within multi-agency systems.
- Excellent communication skills, both written and verbal.
- Understanding of legislation relating to care leavers (Children Act 1989, Leaving Care Act, transition responsibilities).
- Reflective, emotionally attuned practice and resilience under pressure.
- A commitment to Stockport's values and inclusive culture.
- Full driving licence and access to a vehicle.



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Additional Information

This job description provides an outline of the role and may evolve in line with service need. Stockport Council is committed to inclusion and will make reasonable adjustments for applicants and staff.

- Champion diversity, equity, and inclusion by working respectfully and collaboratively with all individuals, recognising and valuing each young person's unique identity, background, and strengths.
- To work positively and inclusively with colleagues and customers so that the Council provides a workplace to deliver a service that does not discriminate against people on the grounds of their age, disability, gender reassignment, marriage, civil partnership, pregnancy, maternity, race, religion, belief, sex, or sexual orientation.
- To fulfil personal requirements, where appropriate, with regards to Council policies and procedures, standards of attendance, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council's priorities.

The responsibilities set out in this document, in the advert and any additional information are intended to provide a flavour of the work you will carry out. It is not possible to include everything you will be asked to undertake, and we expect all colleagues to work flexibly according to business needs and to enhance your own development. Your skills, abilities and training needs will be taken into account and discussed with you when any significant changes to your role are needed. In line with our flexible approach you may be required to work from home for a proportion of your time or from any of the Council's sites across the borough.

The Council is an inclusive employer and holds the Disability Confident and Armed Forces Covenant accreditations. If you have a disability, we will support you by implementing reasonable adjustments to enable you to perform your role.