



Ambitious Stockport, creating opportunities *for everyone*



**Thinking
Stockport**



**Achieving as a
Team**



**Working with
Ambition**



**Showing everyone
Respect**

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:	Intensive Support worker (16-25 years)
Service Area:	Leaving Care Service
Directorate:	Services to People - Childrens
Salary Grade:	Scale 5 +2

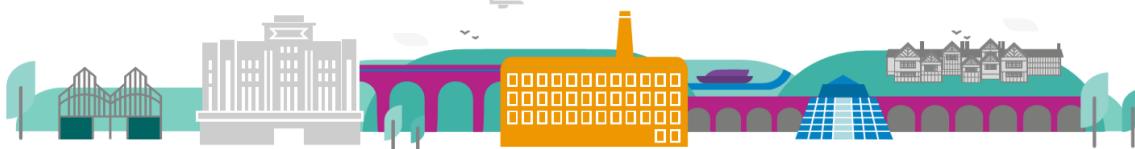
Main Purpose of the Job

The Intensive Support Worker will provide compassionate, person-centred support to young people aged 16–25 who are currently or have previously been in the care of the Local Authority. The role focuses on empowering young people through their transition to adulthood by fostering independence, resilience, and a strong sense of belonging within their community.

Working collaboratively with Personal Advisers and a multi-agency network, the Intensive Support Worker will offer consistent, trauma-informed practical and emotional support tailored to each young person's unique experiences, strengths, and aspirations.

The role involves building trusting, respectful, and creative relationships with young people, their families, and key partners (including Health, Education, Employment and Training providers, Housing, and Adult Services). This collaborative approach ensures a coordinated, holistic support system that promotes stability, and a smooth transition into adulthood.

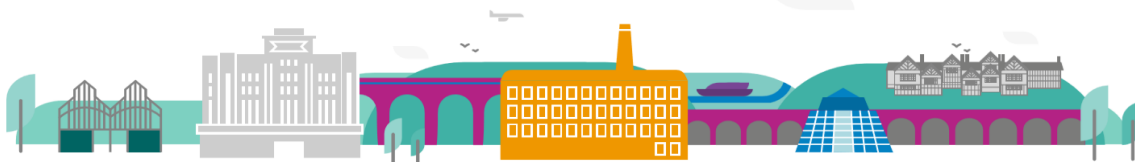
The Intensive Support Worker will deliver flexible, responsive, and intensive support that adapts to the evolving needs of young people. This includes immediate crisis intervention, planned developmental work, and ongoing support. Services will be available between 8am and 8pm, including weekends to ensure young people receive care when they need it most.



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The following outlines the primary areas of responsibility for this role. These may evolve in response to the changing needs of young people and the service, and should be approached with flexibility, creativity, and a trauma-informed mindset.

- Work collaboratively and flexibly within a multi-agency team to deliver strengths-based packages of practical and emotional support to care-experienced young people aged 16–25, supporting their journey toward safe, confident, and independent living.
- Provide timely, trauma-informed responses during times of crisis, as well as planned interventions, to help young people sustain their accommodation and emotional wellbeing, with regular review and reflection on progress.
- Deliver a responsive, flexible out-of-hours service that aligns with each young person's pathway plan, ensuring support is available when it is most needed.
- Provide consistent, compassionate, and non-judgmental support to young people who may be navigating complex life experiences or expressing distress
Support is grounded in empathy, understanding, and a belief in each young person's capacity for growth, healing, and positive change.
- Work in close partnership with Personal Advisers, Social Workers, and other professionals to contribute to holistic assessments.
- Ensure that young people's voices, wishes, and lived experiences are central to all planning, decision-making, and support provided.
- Use evidence-informed tools and resources
- Collaborate with Personal Advisers and key partners to help young people access and sustain opportunities in education, employment, and training, tailored to their interests and goals.
- Support young people to establish, maintain, and sustain a safe and stable home environment where they feel secure, respected, and valued. This includes working alongside them to build the skills, confidence, and connections needed to create a space that reflects their identity, promotes wellbeing, and fosters a sense of belonging.
- Build and maintain trusting, empowering relationships with young people, promoting engagement, participation, and self-advocacy.
- Attend and contribute meaningfully to a range of multi-agency meetings (e.g., pathway reviews, child protection conferences, TACL, planning meetings), and provide clear, reflective reports when required.
- Support young people in navigating and accessing local services, including health care, community groups, education, childcare, and employment resources, to promote inclusion and wellbeing.
- Encourage and promote participation in the Care Leaver Forum and other peer-led or support initiatives that amplify young people's voices and experiences.



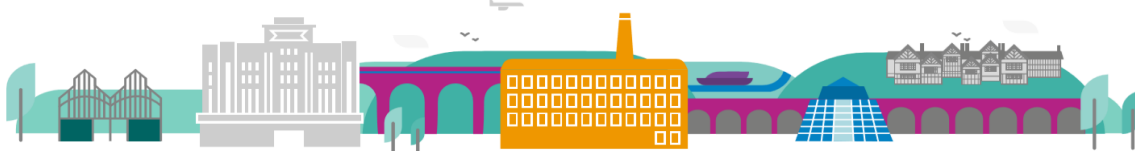
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- Adhere to all health and safety procedures, including risk assessments and lone working protocols, to ensure the safety and wellbeing of both young people and staff.
- Maintain accurate and timely records in line with service procedures, including financial, administrative, and case management systems, as directed by the Team Manager.
- 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.

Additional Information

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.



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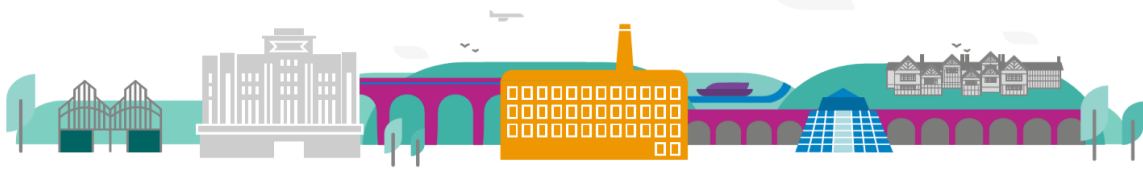
About You

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.

Essential Skills, Knowledge, and Experience

- **Proven experience** working directly with young people and their families or carers in a relevant setting, demonstrating a trauma-informed and relational approach.
- **Demonstrated ability** to deliver tailored packages of support and interventions to young people with multiple and complex needs, promoting safety, stability, and growth.
- **Strong track record** of working effectively within multi-agency teams, contributing to coordinated and holistic support planning.
- **Excellent communication skills**, both verbal and written, including the ability to produce clear, reflective, and purposeful reports using electronic systems.
- **Demonstrates empathy, resilience, and persistence** when working with young people, carers, and professionals in challenging or emotionally complex situations..
- **Skilled in chairing meetings and advocating** for young people's voices to be heard and acted upon in all aspects of planning and decision-making.
- **Strong commitment** to partnership working with colleagues, external agencies, young people, and their families or carers to achieve shared goals.
- **In-depth understanding** of risk and protective factors in young people's lives, and the ability to use this insight to shape proactive, trauma-informed interventions that build resilience and promote wellbeing.
- **Reflective practitioner**, committed to continuous learning and supporting the development of others through feedback and shared learning.
- **Holds a relevant qualification**, such as NVQ Level 3 in Health & Social Care or equivalent.
- **Demonstrates a commitment** to ongoing training, professional development, and reflective practice.



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- **Holds a full driving licence and has access to a vehicle** for work-related travel.
- **Actively promotes and upholds** Stockport Council's commitment to diversity, equity, and inclusion in all aspects of service delivery.
- **Meets the Council's standards** for attendance and reliability, recognising the importance of consistency for young people.
- **Willing and able to adapt** to a changing environment, demonstrating flexibility in working hours, approach, and service delivery.