

Job purpose and person specification

Job Title: Family Worker – Child & Family Centre

Service: Children’s and Safeguarding Services

Grade: Scale 6/SO1

Reports to: Child and Family Centre Assistant Manager

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| Job Purpose: |
| To provide targeted individual and group interventions to children and families, with aspecific focus on the 0-5 age group, enabling needs to be met where community-basedsupport is insufficient.To work within a systemic/think family approach, in partnership with families, tostrengthen their capacity to manage difficulties, meet needs and manage risk, andenabling families to effectively utilise available support within their family and communitynetworks.To foster relationships with families who have vulnerabilities but have limited capacity tochange to support the management of risks and meeting of need. |

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| Principal Accountabilities: |
| **Assessment, Planning and Review**· Engaging with families to develop holistic assessments of strengths and needs,including the development of a shared understanding with families of the above.· Use specialist assessment and screening tools to inform holistic assessments aboutspecific issues and needs within families (for example, domestic abuse, neglect).· Develop Family Plans in partnership with families, that address the needsidentified in assessment, and that engage the family in the process of change· Ensure that Family Plans reflect and utilise available community-based resourcesand services to achieve success and support sustainability of change.· Actively review progress made in relation to Family Plans, at regular intervals (setout in practice standards).· Ensure all work is recorded in accordance with organisational policies, enablingclear oversight of interventions and decision-making.**Intervention with families**· To deliver a range of interventions in support of Family Plans and to meet theneeds of families including the following as agreed with the Child and FamilyCentre management team:o Targeted group work and courses for parents and carers including evidenced based parenting programmes/domestic abuse programmeso Direct work with individual families to support them in reaching goals in family planso Keep in Touch work to maintain relationships with vulnerable families· Work effectively with families requiring targeted support as part of the DistrictChild & Family Centre offer, either through the Targeted Support allocation process or aspart of a wider safeguarding plan, within the framework above.· Deliver systemic / family based interventions, using evidence-basedmethodologies and tools where appropriate.· Working creatively and with self-authorisation.· Ensure that individual voices within the family are sought, listened to andintegrated into the plan, paying particular attention to the voice of the child oryoung person.· Delivery of direct intervention work outside of normal office hours whererequired.· Through intervention, promote and facilitate parental understanding of children’sneeds, and factors impacting on them.· Through intervention, encourage independence and self-reliance, and theutilisation of community based services.**Working with professionals**· Work effectively with professional networks around families and supportpractitioners within community based services to participate meaningfully withinthe TAF environment.· To act as a Lead Professional and where appropriate chair Team around the Familymeetings on behalf of the network.· Enable referrals to specialist and other services for individuals within the familiesin accordance with relevant organisational protocols.· Support the smooth transition of families between interventions from community basedservices, Health services, District services and other specialist services, through involvement in handover arrangements as appropriate.**Other duties and responsibilities**· To participate in meetings in an active and constructive way when required to doso.· To participate in individual supervision, clinical supervision, appraisal sessions andteam meetings.· To maintain up to date knowledge and skills as required by the role.· To alert line manager of any significant changes or events which affect theimplementation of the agreed plan or any issues which may impact upon thechild’s wellbeing.· To maintain thorough and accurate case records in line with practice standardsand guidance.· To undertake other duties and responsibilities appropriate to the salary grade andthe overall purpose and principles of the Family Worker role. |

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| Job Knowledge, Skills & Experience: |

**Minimum levels of qualifications and/or equivalent experience required for this job**

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| Qualifications Required | Subject | Essential /Desirable |
| English and Maths GSCE at gradeA-C or equivalent |  | Essential |
| Key Skill Level 3; A level’s grade AE,Level 3 NVQ, Level 3 NationalDiploma, Advanced Apprenticeshipor equivalent |  | Essential |
| Level 4 qualification in workingwith children and/or parents |  | Desirable |

**Minimum levels of knowledge, skills and experience required for this job**

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| Knowledge &understanding | Describe | Essential /Desirable |
|  | Knowledge of child development and its influence onparent/child relationship in every stage of child’s developmentwith a specific focus on the 0-5 age group | Essential |
|  | Knowledge of EYFS and outcomes for children under the age of 5 | Essential |
|  | Knowledge of health services, with a particular focus on those supporting families with children under the age of 5 | Essential |
|  | Knowledge and awareness of the signs of abuse and neglect in children and young people | Essential |
|  | Knowledge of significance of children being school ready andits impact on children’s outcomes | Essential |
|  | Understanding of child protection policies and procedures and the importance of safeguarding children, young people and vulnerable adults | Essential |
|  | Knowledge and direct experience of developing andmaintaining effective relationships with parents | Essential |
|  | Practical knowledge and experience of working withvulnerable families and being aware of any issues apractitioner may face while working with vulnerable families | Essential |
|  | Knowledge of evidence-based parenting interventions (e.g.Triple P, Incredible Years) | Desirable |
|  | Knowledge of Motivational Interviewing or Solution FocusedQuestioning techniques | Desirable |
|  | Knowledge of community-based support services available for families and experience of successfully facilitating familyengagement with them | Desirable |
|  | Enhanced knowledge and expertise in any of the followingareas: neglect, substance misuse, domestic violence andmental ill-health. | Desirable |
|  | Working knowledge of systemic practice | Desirable |

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| Skills | Describe | Essential /Desirable |
|  | Able to work flexibly to meet demands of the serviceincluding some evening and weekend working, ifrequired. To work flexibly in responding to the needsof families as they emerge. | Essential |
|  | Able to communicate effectively and concisely andwith a range of different individuals and groups | Essential |
|  | Competent in the use of IT and presentation ofinformation to meet the needs of the audiences | Essential |
|  | Effective verbal and written communication skills | Essential |
|  | Able to keep excellent records of work | Essential |
|  | Able to effectively and appropriately delegate to andinfluence other professionals as part of the leadprofessional role | Essential |
|  | Ability to effectively plan and prioritise work loadassociated with case work | Essential |
|  | Ability to travel locally and countywide | Essential |
|  | Personal impact and the ability to engage and motivateresistant and hard to reach families | Essential |
|  | Ability to explore and understand the family’srelationship to help and the family’s history toeffectively tailor the current intervention | Essential |
|  | Confidence and ability to work alone and with familiesin their own homes | Essential |
|  | Ability to support families to take responsibility formaking changes through the use of coaching skills | Essential |
|  | Create, maintain and develop relationships,demonstrating professional generosity with familiesand professionals whilst maintain professionalboundaries | Essential |
|  | Commitment to own Continuing ProfessionalDevelopment and the use of specialist/clinicalsupervision for own professional practice | Essential |
|  | Committed to anti-oppressive and anti-discriminatorypractice | Essential |
|  | Specialist skills relating to the assessment of, andintervention with needs relating to neglect, substancemisuse, domestic violence and mental ill-health. | Desirable |

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| Experience | Describe | Essential /Desirable |
|  | Proven experience of working direct with families, including in their own home | Essential |
|  | Experience of setting appropriate professional boundaries with families | Essential |
|  | Experience of engaging parents in community activities | Essential |
|  | Experience of working with wider professionals or networks of support as part of an intervention for families | Essential |
|  | Experience of assessment of family needs (e.g. via Targeted Support Assessment) | Essential |
|  | Experience of working with families with complex needs whotypically find it difficult to engage with services | Essential |
|  | Experience of facilitating group work for parents | Essential |
|  | Experience of children’s social care and safeguarding services | Essential |
| Safeguarding | Demonstrate an understanding of the safe working practicesthat apply to this role. |  |
|  | Ability to work in a way that promotes the safety and wellbeing of children and young people/vulnerable adults |  |