

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 a  specific focus on the 0-5 age group, enabling needs to be met where community-based  support is insufficient.  To work within a systemic/think family approach, in partnership with families, to  strengthen their capacity to manage difficulties, meet needs and manage risk, and  enabling families to effectively utilise available support within their family and community  networks.  To foster relationships with families who have vulnerabilities but have limited capacity to  change 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 about  specific issues and needs within families (for example, domestic abuse, neglect).  · Develop Family Plans in partnership with families, that address the needs  identified in assessment, and that engage the family in the process of change  · Ensure that Family Plans reflect and utilise available community-based resources  and services to achieve success and support sustainability of change.  · Actively review progress made in relation to Family Plans, at regular intervals (set  out in practice standards).  · Ensure all work is recorded in accordance with organisational policies, enabling  clear oversight of interventions and decision-making.  **Intervention with families**  · To deliver a range of interventions in support of Family Plans and to meet the  needs of families including the following as agreed with the Child and Family  Centre management team:  o Targeted group work and courses for parents and carers including  evidenced based parenting programmes/domestic abuse programmes  o Direct work with individual families to support them in reaching goals in  family plans  o Keep in Touch work to maintain relationships with vulnerable families  · Work effectively with families requiring targeted support as part of the District  Child & Family Centre offer, either through the Targeted Support allocation process or as  part of a wider safeguarding plan, within the framework above.  · Deliver systemic / family based interventions, using evidence-based  methodologies and tools where appropriate.  · Working creatively and with self-authorisation.  · Ensure that individual voices within the family are sought, listened to and  integrated into the plan, paying particular attention to the voice of the child or  young person.  · Delivery of direct intervention work outside of normal office hours where  required.  · Through intervention, promote and facilitate parental understanding of children’s  needs, and factors impacting on them.  · Through intervention, encourage independence and self-reliance, and the  utilisation of community based services.  **Working with professionals**  · Work effectively with professional networks around families and support  practitioners within community based services to participate meaningfully within  the TAF environment.  · To act as a Lead Professional and where appropriate chair Team around the Family  meetings on behalf of the network.  · Enable referrals to specialist and other services for individuals within the families  in accordance with relevant organisational protocols.  · Support the smooth transition of families between interventions from community based  services, 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 do  so.  · To participate in individual supervision, clinical supervision, appraisal sessions and  team 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 the  implementation of the agreed plan or any issues which may impact upon the  child’s wellbeing.  · To maintain thorough and accurate case records in line with practice standards  and guidance.  · To undertake other duties and responsibilities appropriate to the salary grade and  the 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 grade  A-C or equivalent |  | Essential |
| Key Skill Level 3; A level’s grade AE,  Level 3 NVQ, Level 3 National  Diploma, Advanced Apprenticeship  or equivalent |  | Essential |
| Level 4 qualification in working  with 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 on  parent/child relationship in every stage of child’s development  with 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 and  its 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 and  maintaining effective relationships with parents | Essential |
|  | Practical knowledge and experience of working with  vulnerable families and being aware of any issues a  practitioner 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 Focused  Questioning techniques | Desirable |
|  | Knowledge of community-based support services available for families and experience of successfully facilitating family  engagement with them | Desirable |
|  | Enhanced knowledge and expertise in any of the following  areas: neglect, substance misuse, domestic violence and  mental 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 service  including some evening and weekend working, if  required. To work flexibly in responding to the needs  of families as they emerge. | Essential |
|  | Able to communicate effectively and concisely and  with a range of different individuals and groups | Essential |
|  | Competent in the use of IT and presentation of  information 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 and  influence other professionals as part of the lead  professional role | Essential |
|  | Ability to effectively plan and prioritise work load  associated with case work | Essential |
|  | Ability to travel locally and countywide | Essential |
|  | Personal impact and the ability to engage and motivate  resistant and hard to reach families | Essential |
|  | Ability to explore and understand the family’s  relationship to help and the family’s history to  effectively tailor the current intervention | Essential |
|  | Confidence and ability to work alone and with families  in their own homes | Essential |
|  | Ability to support families to take responsibility for  making changes through the use of coaching skills | Essential |
|  | Create, maintain and develop relationships,  demonstrating professional generosity with families  and professionals whilst maintain professional  boundaries | Essential |
|  | Commitment to own Continuing Professional  Development and the use of specialist/clinical  supervision for own professional practice | Essential |
|  | Committed to anti-oppressive and anti-discriminatory  practice | Essential |
|  | Specialist skills relating to the assessment of, and  intervention with needs relating to neglect, substance  misuse, 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 who  typically 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 practices  that apply to this role. |  |
|  | Ability to work in a way that promotes the safety and wellbeing of children and young people/vulnerable adults |  |