



Northamptonshire
Children's Trust

Job Description

Job Title: Strengthening Families Assistant

POSCODE: NCT0003

Grade: H

Overall Purpose of Role

To ensure that families have access to support and activities in their communities to improve outcomes for children and young people. To facilitate the smooth running of activity-based programmes and evidence based interventions as directed by Senior Early Help and Targeted Support Practitioners

Main Accountabilities

1	To work as part of a multi-professional, Strengthening Families Service to ensure effective delivery of the Family Hub and Children's Centre activities
2	To deliver one to one evidence-based interventions as directed by a Strengthening Families Senior Practitioner, either home based or within the Family Hub.
3	To work directly with families, in partnership with other agencies, to deliver and provide services to children, young people and families and share information appropriately between agencies.
4	To ensure the monitoring and evaluation of all aspects of groups and interventions to demonstrate the impact of the Service via outcome measures, following devised plans, and evidence based interventions.
5	To maintain accurate data for reporting and case recording in all direct work with Children and Families.
6	To contribute to planning services within local partnerships, boards or other locality based forums.
7	Attend team meetings, training, reflective practice for personal development and to maintain emotional wellbeing.
8	To attend planning reviews, meetings and visits with colleagues and relevant professional staff as necessary in order to assist the analysis of requirements and to plan appropriate care programmes for service users.
9	To work a flexible week with Children, Young People and their Families to identify and support their complex needs. This may include evening, weekend working and bank holidays
10	To demonstrate awareness/understanding of equal opportunities and other people's behavioural, physical, social and welfare needs.

We are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults. We require you to understand and demonstrate this commitment.

Person Specification

Qualifications, Knowledge, Skills and Experience

Minimum level of qualifications needed for this post

Qualifications Required	Subject	Essential/Desirable
NVQ 2 or higher level equivalent	NVQ 2 or higher level qualification in a field related to working with Children and Families. Evidence of a continuous commitment to professional development.	Essential

Minimum levels of knowledge, skills and experience required for this post

Identify	Details	Essential/Desirable
Knowledge:		
	Knowledge of current government policy relating to multi-agency working to improve outcome for children	Essential
	Knowledge of relevant local priorities as set out within Council plans.	Essential
	Working knowledge of all areas covered by main tasks attained through qualification or CPD.	Essential
	Knowledge of relevant legislation including statutory requirements for areas identified by main tasks. For example Working together 2018, Children's Act.	Essential
Skills:		
	Ability to communicate effectively with Children and Families, Council employees and External Partners.	Essential
	Skills in supporting the assessment planning and delivery of services for Children, Young People and Families.	Essential
	Proven ability to engage with and improve outcomes for Children and Families	Essential
	Ability to support the completion of assessments to improve outcomes for Children and Families.	Essential

	Ability to recognise and discuss personal development needs	Desirable
	Good recording skills and competent use of ICT.	Essential
Experience:		
	Experience of working with Children, Young People and Families who have support needs in home or community based environments.	Essential
	Experience of working in teams	Essential
	Experience of supporting assessment and planning services to improve outcomes for Children and Families.	Essential
	Experience of using policies and procedures to benefit Children and Families.	Desirable
Equal Opportunities	Ability to demonstrate awareness/understanding of equal opportunities and other people's behaviour, physical, social and welfare needs	
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 well-being of children and young people/vulnerable adults.	
Disclosure Level		

What DBS Level is required for this post?	
None	<input type="checkbox"/>
Standard	<input type="checkbox"/>
Enhanced Child Only	<input type="checkbox"/>
Enhanced Child/Adult Bar	<input checked="" type="checkbox"/>

Working Arrangements

What work type does this role fit into? (tick one box that reflects the main work type, the default workers type is flexible)

Fixed

Flexible

Field

Home