



Job Description

Job Title: Strengthening Families Practitioner
 POSCODE: 2810
 Grade: I

Overall Purpose of Role

To act as key worker / lead professional in the delivery and co-ordination of high quality early intervention for children aged 0 - 19 and their families with emerging complex needs which puts them at risk of poor outcomes.

To use skills of assessment, engagement and change management within a multidisciplinary, early intervention team to improve outcomes for children aged 0 -19 and their families.

Draw on the principles of Integrated Working and Early Help Assessment, acting as Lead Professional to complex Early Intervention cases that have not yet hit the threshold for highly targeted or specialist response and halt unnecessary referrals to specialist services.

Work closely and creatively with the local communities and partner agencies to establish and maintain an effective service for children aged 0 - 19 and their families in line with the stated objectives of the Early Help Strategy.

Main Accountabilities

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1	Manage a caseload of children 0 – 19 and their families who are at risk of poor outcomes and entering into high cost specialist service. This will include undertaking structured and persistent one-to-one family support work as key / co worker as necessary to meet family/ project needs.
2	To lead and co-ordinate service provision to families, through a combination of direct delivery 1:1 support and group work activity, and using commissioned and partner services. Services being provided may include interventions, such as working around self esteem and confidence building, signposting to health and alcohol / drugs support, advice for parents around child development; managing behaviour and parenting techniques, helping with household management and family routines and information and advice on welfare, housing, training and return to work.
3	To carry out and oversee comprehensive whole family needs/risk assessments and to work intensively with families in their family home to

	engage with those who are hard to engage. To develop and propose intervention plans following assessment to create an assertive and persistent structured supportive intervention environment enabling families to explore their difficulties and strengths.
4	To offer a support and challenge approach with families to bring about positive change in behaviour, using agreed contract with consequences approaches. Act as the lead professional to co-ordinate day-to-day inputs of other agencies, including providing knowledge and advice for team members and ensuring professional boundaries are set and maintained.
5	Develop and maintain a range of strategies and resources to effectively engage children, their families, partners and communities.
6	To plan, deliver and review, individual and family support plans to assist families maintain tenancies, reduce anti-social/offending behaviour and improve outcomes for children aged 0 – 19 and their families.
7	To have a clear understanding of safeguarding and protecting families from risk and harm and to participate in regular case planning and review meetings, supervision, appraisal and training.
8	To establish and maintain effective working relationships with statutory and voluntary agencies to ensure a high standard of service and support to families. Participate within the locality arrangements to support locality hubs to customers and operate a “one-stop shop” for appropriate advice and support as these are developed.
9	To ensure that monitoring and statistical information regarding the project is available for the team manager and in turn the leadership and governance group. To keep good quality casework notes in accordance with agreed data collection and recording systems and comply with agreed financial and IT procedures. Work within established procedures for monitoring information, assessment, information sharing, confidentiality, safeguarding and health and safety, undertaking risk assessments where appropriate.

Safeguarding commitment *(Include for roles involving work with children/vulnerable adults)*

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
DBS	This post requires satisfactory clearance of an Enhanced DBS check	Essential
Level 3	Level 3 qualification in working with children, young people vulnerable adults and their families or substantial professional experience in this area	Essential
	Qualified in evidence-based intervention programmes with families	Desirable
	Counselling/social work qualification	Desirable

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

Identify	Essential	Desirable
Knowledge:		
	Ability to undertake individual and family assessments and assess needs and risk.	Plan, design and deliver evidence based interventions in a group context
	Proven experience of direct work with families with multiple problems and with families who find it difficult to engage with services.	Training in solution focussed and strengths based approaches
	Must be prepared to work flexibly with families and advocate on behalf of children, young people and vulnerable adults.	Experience of working in a multidisciplinary team in the statutory or voluntary sector
	Ability to review with families their readiness for change and work to enable families to become self-reliant	Working knowledge and understanding of the Youth Criminal Justice System
	Ability to prepare and present case notes and reports in a variety of settings	
	Knowledge and training in Early Help Assessment and Integrated Working	
	Basic IT skills	
Skills:		
	Excellent interpersonal skills and effective communication with a range of professionals	Demonstrate the ability to work to timescale and within budget to achieve targets set

	Ability to work in an open and often challenging way with children, young people, vulnerable adults and their families	Demonstrate skills in working in an outcome focussed way
	Able to convey respect for others Able to work as part of a team	Evidence of ability to use computer based case recording system
	Demonstrate skills in mediation, negation and problem solving	
	Able to assess situations with clarity and sensitivity – act professionally in and around crisis situations	
	Organisational and time management skills	
	Able to travel effectively in the locality	
Equal Opportunities		
	Ability to demonstrate awareness/understanding of equal opportunities in relation to service delivery and development, as other people's behaviour, physical, social and welfare needs	
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	<input type="checkbox"/>
Flexible	<input checked="" type="checkbox"/>
Field	<input type="checkbox"/>
Home	<input type="checkbox"/>