



Job Description

Job Title: Family Solutions Practitioner

POSCODE: 3602

Grade: I 28

Overall Purpose of Role

Please write one or two sentences about why the job exists. Focus on the achievement of the key end results of the job.

To act as key worker / lead professional in the delivery and co-ordination of high quality and preventative and intensive targeted interventions with children and adolescents with complex needs on the edge of going into care. These are children and adolescents who are at risk of exploitation and exclusion from their families, education and community.

To use skills of assessment, engagement and change management within a multidisciplinary, early intervention team to improve outcomes for children and adolescents 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 a statutory safeguarding response, or work alongside Social Workers for cases open to them to prevent children and adolescents at high risk of going into care, or to support reunification of families when children are returning home from care.

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 Edge of Care project and Early Help Strategy

Main Accountabilities

Please list the accountabilities in descending order of priority. Please include 6-9 accountabilities

Main Accountabilities	
1	Manage a caseload of Children and/or Adolescents who are on the edge of going into care or who are returning home to their families after being in care. This will involve being proactive in working with family breakdown and having to respond to this in a timely manner on the day. The work will include undertaking structured and persistent relationship based one to one work with children, adolescents and their families as key/co-worker as necessary to meet accessed needs. There will be regular evening and weekend working.

2	To lead and co-ordinate service provision to families, through a combination of direct delivery, and working with partner agencies in a co-ordinated way. Services being provided will involve use of best practice tools and may include interventions, such as working around positive life skills work with young people, self-esteem and confidence building, signposting to health and alcohol/drugs support, advice for parents/carers around child development, managing behaviour and parenting techniques, helping with household management and family routines. Giving information and advice on welfare, housing, training and return to work and liaison with education.
3	To carry out and oversee comprehensive whole family needs/risk assessments including contextual safeguarding and safety planning, where appropriate and to work intensively with hard to engage families in their family home and to build trusting relationships. 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, intervention plans to assist families maintain tenancies, reduce anti-social/offending behaviour and improve outcomes for children and adolescents and their families. This includes working with homeless 16-17yr olds to return home to their families or live in supported accommodation.
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.
10	Demonstrate awareness/understanding of equal opportunities in relation to service delivery and development, as other people's behavioural, physical, social and welfare needs.
11	Ensure that reasonable care is taken at all times for the health, safety and welfare of you and other persons, and to comply with the policies and procedures relating to health and safety within the department.

12	Carry out any other duties which fall within the broad spirit, scope and purpose of this job description and which are commensurate with the grade of the post
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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
This post requires satisfactory clearance of an Enhanced DBS check	Level 3 qualification in working with children, young people vulnerable adults and their families or substantial professional experience in this field.	Essential
	Qualified in evidence based intervention programmes with families Counselling/social work qualification	Desirable

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

Identify	Details	Essential/Desirable
Experience & Knowledge:		
	Proven experience of direct work with adolescents and families with multiple problems and with adolescents and families who find it difficult to engage with services.	Essential
	Experience of working within a multi-disciplinary team in the statutory or voluntary sector.	Essential
	Knowledge and training in Early Help and Assessment and integrated working.	Essential
	Knowledge and understanding of current trends as well as Local and National issues and risks impacting on young people, including county lines, CSE/CCE, gangs, knife crime and radicalisation.	Essential
	Training in solution focussed and strengths based approaches	Desirable

	Experience of working in a multidisciplinary team in the statutory or voluntary sector	Desirable
	Working knowledge and understanding of the Youth Criminal Justice System	Desirable
Skills:		
	Ability to undertake individual and family assessments and assess needs and risk.	Essential
	Must be prepared to work flexibly with children, adolescents and their families, including preparedness to same day family issues, and advocate on behalf children and adolescents. There will be regular evening and weekend working.	Essential
	Ability to review with Adolescents and their families their readiness for change and for families to become self-reliant.	Essential
	Ability to prepare and present case notes and reports in a variety of settings	Essential
	Excellent interpersonal skills and effective communication with a range of professionals	Essential
	Able to assess situations with clarity and sensitivity – act professionally in and around crisis situations	Essential
	Ability to work in an open and often challenging way with young people, vulnerable adults and their families. This includes the ability to engage effectively and positively with young people and to motivate them to make changes in their lives towards positive futures.	Essential
	Able to convey respect for others.	
	Able to work as part of a team	Essential
	Demonstrate skills in mediation, negotiation and problem solving	Essential

	Organisational and time management skills	Essential
	Ability to travel effectively within the locality Drive/Car User	Essential
	Basic IT Skills	Essential
	Demonstrate the ability to work to timescale and within budget to achieve targets set	Desirable
	Demonstrate skills in working in an outcome focussed way	Desirable
	Evidences of ability to use computer based case recording system	Desirable
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	Essential
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"/>