



Northamptonshire
Children's Trust

Job Description

Job Title: Family Support Worker

POSCODE: 0741

Grade: H23

Overall Purpose of Role

A Family Support Worker is a vital part of the Safeguarding and Support Social Work team and workers will be expected to work alongside Social Workers to empower families who are in need and reduce safeguarding concerns. This will mean that the Family Support Worker will have to be accountable for their duties and be able to provide proven methods of support but also be able to contribute to developing innovative ways of strengthening families' capabilities.

The Family Support Worker will be expected to visit service users' homes and attend family meetings with a variety of professionals, including those within the Children's Trust and our external partners, for example, schools, police, and health services.

Children and families in this field have a variety of needs, which may include learning difficulties, challenges with education, social challenges, challenges with their emotional well-being or challenges within their own environments.

Cases are referred to the Trust by the general public or professionals in other services, who are either expressing concern about a child or requesting a service for a child. These referrals are received either in person, by telephone, by letter or through an online referral process.

In this role, a Family Support Worker is expected to work with children and families under Section 17 of the Children Act 1989 (Child In Need), Section 47 of the Children Act 1989 (Child Protection), Section 20 of the Children Act 1989 (Children in Care) and some Private Law matters and due to the nature of Northamptonshire Children's Trust's work, the Family Support Worker may also be required to attend court and be able to provide a factual account of the work provided as part of the Family Support Worker role.

Main Accountabilities

Main Accountabilities	
1	Manage specific areas of work, allocated by the supervisor, and liaise with and involve professionals and appropriate staff in service user cases, arranging for service contact as and when necessary to meet the needs of the service user in order to improve family functioning or support

	placement stability, and safeguard and improve outcomes for children and young people.
2	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.
3	Refer cases to the appropriate service, or undertake direct work with family members as specified by the Children in Need Plan or Adoption/Looked After Children statutory regulations in order to fulfil the obligations of the Northamptonshire Children's Trust in providing services for children and families with particular needs
4	To provide assistance to service users in the planning and evaluation of the work undertaken on their behalf, carrying out corporate parenting activities for children and young people where required, in order to increase families' levels of self-sufficiency, competence and facilitate independence from social service support.
5	To work within the Service's policies and procedures and keep accurate and up to date records which will include contributing to multi-agency forums, reviews, maintaining records of appointments, contact and other records within service policies, so that all documentation is in compliance with the Trust and legislative requirements.
6	To provide direct and practical care for families to assist the improvement of family functioning or provide care when children's parents/ carers are absent and until alternative care arrangements can be found to ensure the safety and welfare of children at all times.
7	To monitor and observe the plan of work in operation for service users and undertake assessments for the health and wellbeing of any children/ families involved in order to plan and take appropriate action to safeguard those people.
8	To develop own knowledge and skills base, develop good working relationships with professionals and agencies, challenge the provision

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
Educated to GCSE level or equivalent	Maths and English	Essential

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

Identify	Details	Essential/Desirable
Knowledge:		
Able to demonstrate	Basic IT skills, able to use Word and Excel to produce reports, carry out correspondences and keep accurate records	Essential
	Awareness of current legislation relating to the job such as the Children Act, Adoption and Children Act, Every Child Matters, Public Law and Human Rights, Health and Safety legislation	Essential
	Understanding and experience of using an assessment framework	Essential
Skills:		
Able to demonstrate	Assessment and analytical skills	Essential
	Good verbal, written and communication skills	Essential
	Good organisational skills	Essential
Experience:		
	Experience of working within the field of family support or in a similar role working with children and families	Essential

Disclosure Level

What DBS Level is required for this post?

None

Standard

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"/>