

Job Description

Job Title Reunification family worker

Job number

Grade 6/SO1

Overall purpose of the job

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

To work alongside the reunification social worker to deliver timely and planned reunification assessments underpinned by the evidenced based NSPCC Framework. This will include assessing parental capacity to change, risk classification, analytical chronologies and participating in reflective groups.

To undertake direct work with young people aged 8-18 years and their families delivering interventions tailored to build on existing strengths and address presenting risks.

Workers will be required to work with young people in a range of settings including residential care, foster care and the family unit; the service is county wide and travel outside of the county is necessary at times.

The role will ensure that outcomes for children and young people are positive and that children and young people are able to return to their family unit (including birth family or other family members)

To work with the foster carers, fostering support service and children's social care to offer planned and time limited support to carers who are looking after children and young people with complex and challenging behaviours.

To seek solution to strengthen placements and support our most vulnerable young people back into in-house and in county provisions that better meet their needs.

Main accountabilities

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

Main accountabilities	
1.	<p>Assessment, Planning and Review</p> <p>Engage with young people and their families to contribute to a multi-agency assessment incorporating the NSPCC's framework to inform permanence decisions.</p> <p>To utilise analytical chronologies to capture the child's journey, highlight patterns and themes and ensure recurring risks are highlighted.</p> <p>In partnership with social work teams develop plans that address the needs identified in the assessment to ensure focussed interventions can be delivered to families to support the process of reunification.</p> <p>Interventions will need to engage both the young person and parents/carers with clear timelines and expectations to support the process of reunification.</p>

	<p>Planned returns home will utilise available community-based resources and families networks to achieve success and support sustainability of change. Bespoke intervention will be undertaken when a young person returns home in an unplanned way.</p> <p>To undertake direct work with young people and foster carers to address factors contributing to unstable placements.</p> <p>Risks to children and young people will be identified and responded to in an effective and timely manner with regular reviews, monitoring and safeguarding procedures being adhered to.</p> <p>Ensure all work is recorded in accordance with organisational policies, enabling clear oversight of interventions and decision-making.</p>
2.	<p>Intervention with young people and their networks</p> <p>To engage with young people aged 8-18 years ensuring their views and voice are central to assessments and interventions.</p> <p>Work with young people in a creative way including outreach work, community activities, bespoke interventions and reunification support.</p> <p>Using a systemic approach work with young people and their families to support planned and unplanned reunifications and robustly explore all permanence options ensuring that the voice of young people is actively sought and is central to decision-making.</p> <p>Deliver systemic / family based interventions, using evidence-based methodologies and tools where appropriate. This will include analytical chronologies, genograms & eco maps. Assess parental capacity to change undertaking direct work with parents as agreed with the reunification social worker and team social worker.</p> <p>Be familiar with using SMART goals when working with families as these will be incorporated into parental family agreements.</p> <p>Ensure that plans minimise presenting risks to young people and that they are supported to achieve their best possible outcomes.</p>
3.	<p>Working with professionals</p> <p>Work effectively with all professionals and services around young people and children.</p> <p>Contribute to the systems in place with multi-agency partners to enable sharing of information, collaborative working and shared planning and reflective meetings.</p> <p>To work closely with the clinical team utilising clinical input and systemic approaches.</p>

Person Specification

Qualifications, knowledge, skills and experience

Minimum level of qualifications required for this job

Qualifications Required	Subject	Essential/ Desirable
2 A Levels or equivalent English and Maths GCSE at grade A-C or equivalent.		Essential
Qualification in a Social Care related subject e.g. Health, social care, early years, adult education, education, working with parents.	Level 3 achieved or able to achieve within prescribed time period	Essential
Degree in a relevant subject	Degree level in a range of professional backgrounds	Desirable

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

Identify	Describe	Essential/ Desirable
Knowledge	<ul style="list-style-type: none"> Proven experience of working directly with children and families Knowledge of child development and attachment Knowledge and awareness of the signs of abuse and neglect in children and young people Understanding of child protection policies and procedures and the importance of safeguarding children, young people and vulnerable adults Experience of setting appropriate professional boundaries with young people and families Experience of engaging young people in activities and developing and maintaining effective relationships with children and families Practical experience of working with families in a range of settings and venues Knowledge and understanding of policy, guidance and legislation in relation to specialist services such as mental health, drug and alcohol, youth justice 	Essential
	<ul style="list-style-type: none"> Knowledge of systemic, strengths based, solution focussed and restorative approaches. Knowledge of community-based support services available for young people and experience of successfully facilitating engagement with them Enhanced knowledge and expertise in any of the following areas: neglect, substance misuse, domestic violence and mental ill-health. 	Desirable
Experience	<ul style="list-style-type: none"> Experience of working with young people with complex needs who typically find it difficult to engage with services Experience of children's social care and safeguarding services Experience in supporting young people to make positive choices and changes to their lifestyles to improve their outcomes 	Essential

Skills	Describe	Essential / Desirable
	<ul style="list-style-type: none"> • Able to work flexibly to meet demands of the service; this may include planned evening and weekend working. • Competent in the use of IT • Able to effectively and appropriately influence other professionals • Ability to effectively plan and prioritise work load associated with case work • Confidence and ability to work alone and with young people in a range of settings and in their own homes • Able to keep excellent records of work • Effective verbal and written communication skills 	Essential

Safeguarding (include for roles working with children/vulnerable adults)	• Demonstrate an understanding of the safe working practices that apply to this role	Essential
	• Ability to work in a way that promotes the safety and well-being of children and young people/vulnerable adults	Essential
	• Ability to meet the travel needs of the post	Essential

Disclosure level

What disclosure level is required for this post?	None	Standard
	Enhanced	Enhanced with barred list checks

Work type

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
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