



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. Workers will be expected to work alongside Social Workers to empower families who are in need and reduce safeguarding concerns. As a Family Support Worker, you will be expected to within the guidance of Working Together updated 2024 and the Children's Act 2004.

The Family Support Worker will be expected to visit families' 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. This could also include giving evidence in court. In addition, the Family Support Worker will be expected to maintain accurate records to evidence progress and outcomes.

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. Therefore, creative intervention is required which will be supported by additional training opportunities.

Main Accountabilities

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1	Assessing Family Needs: Identifying the specific needs and challenges faced by families, which may include financial difficulties, health problems, or educational challenges.
2	Developing Support Plans: Creating tailored support plans and strategies to address the identified needs, working closely with families and relevant professionals.
3	Providing Practical and Emotional Support: Offering practical assistance with tasks like budgeting, accessing benefits, and navigating healthcare systems, as well as providing emotional support and guidance.

4	Empowering Families: Helping families build confidence, develop skills, and take positive steps towards improving their lives, promoting personal development and independence.
5	Liaising with other Professionals: Collaborating with social workers, school staff, healthcare professionals, and other support agencies to ensure families receive comprehensive support.
6	Advocating for Families: Representing the interests of families and advocating for their needs within the community and with relevant organisations.
7	Record Keeping: Maintaining accurate records of interactions with families, documenting progress and outcomes, and ensuring confidentiality.

Safeguarding commitment

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 Experience, knowledge & skills required for this post

Identify	Details	Essential/Desirable
Experience:		
Able to demonstrate	Experience of, or the ability to demonstrate the competence to work directly with individual children, young people and families to identify and assess their needs and make appropriate planned responses which seek to improve outcomes.	Essential
	Experience of working with a wide range of other professionals to develop and deliver shared initiatives for children, young people and families.	Essential
Skills:		
Able to demonstrate	Working knowledge and understanding of the work practices, processes and procedures relevant to the role in safeguarding.	Essential
	Empathy and sensitivity to the needs arising from a wide range of family dynamics.	Essential
	Good understanding of the development milestones of children and young people and the issues that affect them in today's society.	Essential
	Good analytical, assessment and critical reflection skills.	Essential
	Good written and verbal communication skills	Essential
	Ability to influence others practice based on technical or professional expertise.	Essential
	Ability to build and maintain effective networks and relationships.	Essential
	Ability to work as a team member.	Essential
	Ability to work without supervision.	Essential
	Ability to interpret management information systems to ensure ongoing review of performance of teams and progress towards targets and objectives within the service.	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"/>