

Stronger Families Consultant – Grade 10

At Kirklees we want to be innovative and creative in the way we work to deliver our services to our communities. We know we have challenging times ahead so we are always looking for better and smarter ways to work.

The Stronger Families (SF) Programme aims to keep families together, improve school attendance, and reduce tenancy failure, negative impacts of debt, worklessness, crime, antisocial behaviour, domestic abuse and poor physical and mental health. Stronger Families consultants are vital to the success of this programme through their work in a number of council and partners agencies for example adult focussed services (substance misuse, mental health and domestic abuse, housing and schools), leading and implementing *Think Family* approaches. Postholders will be based for periods of time within these key agencies, seconded as required and supported through matrix management arrangements.

This role is based within Child Protection and Family Support. Click here to find out more [●](#)
To find out more about working for Kirklees please click [here](#)

The Job

You will be based in one of our partner agencies to work closely with managers and staff to implement whole family working. You will promote the use of effective interventions which engage families with multiple needs, overcoming resistance and strengthening motivation to change.

Using your extensive knowledge and skills in stronger families interventions you will:

- Accurately identify all priority and eligible SF families known to your service.
- Support teams by providing advice on cases, case supervision, skills development and consultation to colleagues in your service.
- Support colleagues to engage families through assertive, persistent and challenging approaches.
- Quality assure assessments and plans against Stronger Families expectations so that the needs of all family members are addressed and plans are robust, outcome focused and tackle underlying issues.
- Act as Lead Professional when appropriate.
- Monitor and track families' progress towards agreed outcomes.
- Analyse service data and performance reports to identify where improvements are needed.
- Contribute to service development to embed service transformation.

You will adopt the following approaches in your work with families:

- Consultation: offering advice and guidance to colleagues in other services / agencies in respect of work with complex families in tackling new or challenging situations, without the need to refer on to another service.
- Coaching: supporting other workers to develop a strategy to address or manage a particular issue. For example through a planned series of meetings/ conversations and is offered to build confidence.
- Co-working: for example joint visits, chairing review meetings, co- working with a colleague (for example to deliver a specific targeted intervention).

Job Checklist

- Supports key workers and lead professionals to develop effective practice by adopting an assertive, persistent and challenging style of case working.
- Supports colleagues to undertake comprehensive whole family assessments, subsequently using this analysis to develop and implement robust outcome focussed whole family support plans.
- Monitors and tracks families' progress towards successful outcomes, ensuring supporting evidence is available.
- Supports managers to develop their team's responses to Stronger Families by providing case supervision, skills development and consultation to practitioners.
- Supports the Stronger Families programme through participation in the Stronger Families networking and development opportunities.
- Acts as lead professional in a small number of cases through co working with colleagues.
- Works in line with performance targets and practice standards.
- Provides support and guidance to Key Workers and lead professionals to develop effective practice by adopting assertive, persistent and challenging style of casework.

Please click [here](#) to see your responsibilities related to safeguarding.

The Person

We need our employees to be driven to achieve the best, to be hard working, respectful and thoughtful to each other and our customers and to be creative, wherever they work.

Knowledgeable about local services with excellent networking skills, you will ensure that families are able to gain timely access to the most appropriate advice and support through providing a consultant perspective to cases and the range of professionals involved.

Your effective communication skills, resilience and confident approach means you are a role model of the assertive, persistent and challenging style of casework and support others to adopt the same style.

Your excellent interpersonal skills will be key to effect change in both families and in workers who may need to be challenged to adopt new styles of working or improve practice.

Flexible and keen to work directly with key agencies, you'll build strong working relationships to support the stronger families programme.

You will benefit from a matrix management arrangement and will meet regularly for networking and professional development.

The right behaviours and attitudes are as important to us as the skills you bring to the job. We expect all our employees to demonstrate the following behaviours:

- Positive
- Honesty
- Respectful
- Flexible
- Communicative
- Supportive

This role is at level 2. To find out more about Council Behaviours and Expectations please click [here](#). These will be tested throughout the selection process.

You will also promote and role model the Council's Expectations of a New Council employee within the organisation

Person Checklist

- A thorough understanding of statutory processes for child protection and safeguarding and an ability to identify and manage risk.
- Knowledge of the Troubled Families Programme and local interpretation i.e. Stronger Families Programme.
- Proven experience and understanding of local assessment and risk thresholds and the role of the Lead Professional.
- Ability to use and demonstrate effective interventions with whole families and ability to support others to intervene effectively.
- Understanding of the developmental and educational needs of children and young people.
- Knowledge and understanding of relevant legislation, including the Education Act 1996, the Children Act 1989 and 2004, the Crime & Disorder Act 2003 and employment legislation relating to children and young people, combined with ability to apply these in practice.
- Good standard of literacy and numeracy.
- Able to demonstrate either through significant experience or academic qualification (eg degree; Level 4 qualification in a relevant field such as Working with Parents) the ability use analytical skills to apply legislation, guidelines and theory to multiple issues.
- Willingness and commitment to continuous professional development.
- Ability to use and interpret data and to keep these skills up to date.

Expects that an Enhanced DBS check will be required. Click [here](#) to read our Policy Statement on the Recruitment of ex-offenders.

This Role Profile is intended to provide an understanding and appreciation of the responsibilities of this particular job. It is not possible to specify every detail and we expect you to work flexibly within your skills, knowledge, experience and grade of this job.

For Recruitment Purposes: In order to be considered for this role you will need to demonstrate in your application how you meet all the requirements of the Person Checklist.