

Early Support Consultant – Grade 10

Job purpose

At Kirklees we want to be innovative and creative in the way we work to deliver our services to our communities. We are always looking for better and smarter ways to work. Our Early Support Strategy is a partnership approach, and you will be an integral part of developing this by working collaboratively with partners, stakeholders, and communities to implement the changes needed to achieve our outcomes.

Early Support Consultants are based within the community hubs but could be based for periods of time within the Front Door, key agencies, sometimes seconded as required and supported through matrix management arrangements.

This role will embed “whole family” working, as defined by the Troubled Families Approach. This approach means helping parents/families secure better outcomes for their children through more effective and better co-ordinated interventions from a wide range of services.

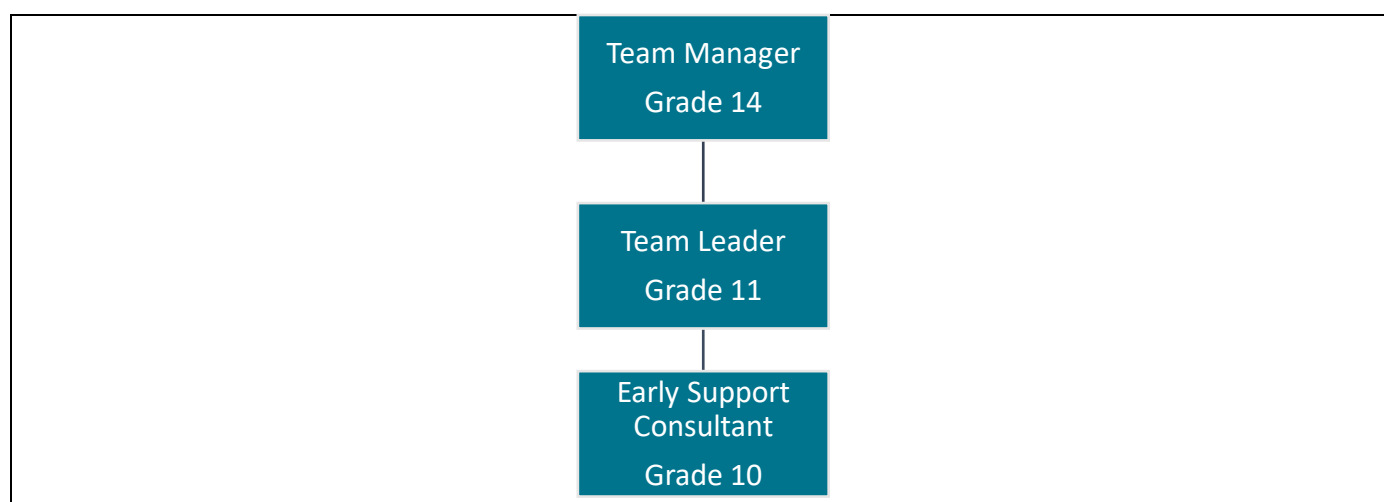
This role is based within [Children and Families](#). Find out more about [working for Kirklees](#).

Key areas of responsibility

- Implementing whole family practice and principles depends on breaking down professional barriers and achieving changes in culture so that all practitioners see their clients in the context of their family and are willing to refer and work collaboratively with other service providers to help ensure better outcomes for all family members.
- Clear and thorough knowledge of the Troubled Families Program and local interpretation. To be able to support colleagues and partners to translate this into practice and support the auditable trail for Ministry for Housing Communities and Local Government with regards to evidencing, tracking, measuring outcomes.
- Build and maintain links and relationships within community hubs to deliver the outcomes of the Early Support Strategy.
- Improve quality of frontline practice developing more relational model of support using restorative practice.
- Promote the use of effective interventions which engage families with multiple needs, overcoming resistance and strengthening motivation to change, supporting colleagues to engage families through assertive, persistent, and challenging approaches.
- Create and develop relationships with critical partners to provide seamless Early Support Services.
- Support teams and partners by implementing procedures for safe and effective caseload management, provide professional caseload advice to ensure the highest quality of service delivery.
- Support managers and teams by providing skills development, through consultation, coaching and co-working.

- Support partners and colleagues who are Lead Professionals ensuring they follow the Kirklees Children's Safeguarding Partnership procedures including assessments and plans are accurate and meet the needs of the whole family.
- Act as Lead Professional when appropriate, in various settings, including chairing multi agency meetings, liaising between services, challenging decisions
- Contribute to service development to embed service transformation.
- Deliver training to colleagues and partners and other professionals using train the trainer training on various topics as required. Support the development of professionals and students through mentoring.
- Working well with partner agencies is key and you will develop and use professional networks to enhance multi-agency working through the following approach; Consultation: offering advice and guidance to colleagues in other services / agencies in respect of their clients who may require additional/specialist support to meet specific needs; Coaching: supporting colleagues to develop a strategy to address or manage a particular issue. This could be done through a planned series of meetings/ conversations and is offered to build confidence in tackling new or challenging situations, without the need to refer on to another service. Co-working: This may include joint visits, chairing meetings, co-writing assessments, co- work with a colleague (for example to deliver a specific targeted intervention)

Position of job in organisational structure



Employee Specification

Knowledge, qualifications, skills and experience	Shortlisting criteria
A thorough understanding of statutory processes for child protection and safeguarding and an ability to identify and manage risk.	Essential
Knowledge of the Troubled Families Programme and local interpretation.	Essential
Proven experience and understanding of local assessment and risk thresholds and the role of the Lead Professional	Desirable
Ability to use and demonstrate effective interventions with whole families and ability to support others to intervene effectively.	Essential

Knowledge, qualifications, skills and experience	Shortlisting criteria
Understanding of the developmental and educational needs of children and young people.	Essential
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.	Essential
Literacy and numeracy skills to be able to produce specialist documentation to a high standard.	Essential
Ability to use and interpret data and to keep these skills up to date.	Essential
Knowledge and understanding of the role of other agencies/agencies who work with children and families	Essential
Knowledge of the impact of poverty, oppression, and discrimination on families	Essential
Able to provide professional advice, training, and consultancy to staff	Essential
Able to deliver presentations and briefings to meet learning outcomes	Essential
Ability to work, communicate and liaise effectively with families and appropriate professions and demonstrate active listening skills.	Essential
Ability to negotiate and mediate in a wide range of situations being solution focussed and reflective in practice	Essential
Ability to work independently, good time management and organisational skills	Essential
Able to demonstrate either through significant experience or academic qualification (e.g. degree; Level 4 qualification in a relevant field such as Working with Parents) the ability uses analytical skills to apply legislation, guidelines and theory to multiple issues	Essential
Accepts an enhanced DBS check is required. Please note that a conviction may not exclude candidates from appointment but will be considered as part of the recruitment process.	Essential

Behaviours and expectations

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

You will also promote and be a role model of the Council's expectations of a New Council Employee within the organisation. This role is at level 2. Find out more about [Council Behaviours and Expectations](#).

General information

See your responsibilities related to [Safeguarding](#).

This Job 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 Office Use Only:

Job Category	Children Services	Grading ID	66910
Job ID	80102960	Last Updated	June 2020
Job Focus	No	Career Progression	No

Contractual Variants

DBS Category	Children	DBS Type	Enhanced
Health Check	No	Politically Restricted	No
24/7 working	No	Public Holidays	No
Night Working	No	Alternating Pattern	No
Standby	No	Other	No
Checked by HR	JR 09/11/20		