

## Casework Team Leader - Family Group Conferencing - GR 11

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.

Our Early Intervention and Prevention (EIP) agenda, aims to safely prevent family breakdown and maximise peoples independence. You will support the Team Manager by leading a small team of Family Group Conference (FGC) co-ordinators. This approach is at the heart of our restorative approach to support families when there is a safeguarding issue. They aim to help families develop their own solutions to the difficulties they are facing. You working collaboratively with partners, stakeholders and communities to implement the changes needed to achieve our EIP outcomes.

This role is based within Early Intervention and Prevention. To find out more about working for Kirklees please click [here](#)

### <sup>32</sup> The Job

Reporting to the Team Manager you will be responsible for managing a team of FGC co-ordinators to develop and our implement Family Group Conference approach to children, young people and families within a specific geographical area. You will work as part of an Early Help Area management team in developing the “whole family” working approach as defined by the Kirklees Stronger Families approach. FGCs are at the heart of our restorative approach to support families when there are safeguarding issues. They aim to help families develop their own solutions to the difficulties they face.

You will provide case management supervision and oversight to the work in your team to ensure efficient and effective service delivery.

You will ensure that safeguarding risk is managed proportionately and local and national safeguarding procedures are adhered to.

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 in relation to FGCs

**Coaching:** supporting colleagues to understand how Family Group Conferencing can address or manage a particular issue and its limitations. This could be done through a planned series of meetings/ conversations and is offered to build confidence in tackling new or challenging situations.

**Co-working:** This may include joint visits, chairing meetings, co- work with a colleague to promote FGCs along with appropriate alternative support options.

### Job Checklist

- Manages your team to ensure the delivery of high quality effective FGC outcomes and are compliant with local practice standards
- Manage team within local HR and Financial procedures
- Creates and develops relationships with critical partners to promote FGCs as part of seamless Early Help services
- Implements procedures for safe and effective caseload management
- Provides case management supervision to your team in line with local procedures and practice standards to develop effective practice by adopting assertive, persistent and challenging style of casework
- Supports EIP partners who are Lead Professionals ensuring they follow the Kirklees Children's Safeguarding Board procedures including assessments and plans are accurate and meet the needs of the whole family.
- Takes a lead on safeguarding for your team and supporting local partners in keeping children safe

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.

We are looking for resilient and flexible individuals who can combine a passion for local communities, with a commitment to working alongside people, practitioners and partners in very practical ways – always looking for local solutions that will enhance their participation in, and contribution to, their local community.

You will have extensive knowledge and experience in working in this area in order to support the Team Manager to develop the Early Help Area's responses to Early Help by providing skills development and consultation to practitioners and coaching less experienced workers principally in the FGC approach.

Excellent interpersonal skills required to effect change in both families and in workers who may need to be challenged to adopt new styles of working or improve practice

You will support team development by creating a working environment where professional and personal development is valued. Working in a constantly changing environment you will champion new and creative ways of working and will be keen to contribute to service developments.

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 role model the Council's Expectations of a manager within the organisation.

## Person Checklist

- Relevant experience of delivery of high quality early help services working with families with multiple vulnerabilities, children, young people and their parents
- Able to build and maintain effective working relationships with partners
- Experience of supporting workers (including performance based supervision/ and or coaching) that are case working with vulnerable children, young people and families
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- Committed to personal and career development and keeps up to date with developments in early help and works within professional standards.
- Detailed working knowledge of relevant legislation and ability to apply legislation to practice
- Understanding of child development and issues facing young people
- Problem solving skills based on a clear understanding of issues facing families
- Able to lead and motivate others
- Good communication skills to be able to present information both verbally and in writing.
- Uses IT proactively to support accurate and timely case recording and management information in line with early help practice standards
- Travel is an essential part of this job. It is essential that you hold a full and valid driving licence and it is expected that you will either use a council vehicle or your own car.
- Willingness to work evening and weekends.
- Accepts that an enhanced DBS will be required.

*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 how you meet the requirements for the job as detailed on the Person Checklist.