

# Family Support Worker – Grade 8

## Job purpose

**To be read in conjunction with Family Support Worker Job Profile which provides the full range of responsibilities across the function.**

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.

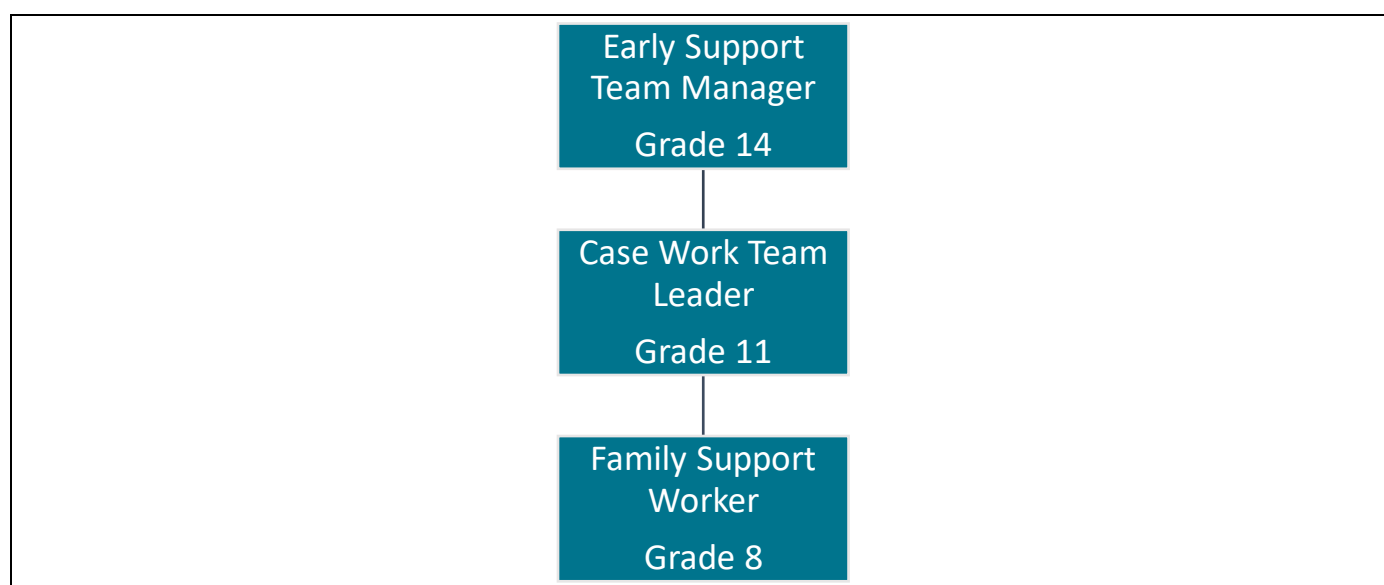
We provide assessment and support for families. We also provide long term care placements as well as short breaks in our residential service and access to play schemes and holiday clubs.

## Key areas of responsibility

- You will be expected to support and assess the needs, risks and strengths of Children, Young people, and Families with a range of multiple and complex support needs. Working across a geographical area, you will provide a range of evidenced based interventions that help to prevent family breakdown escalation into the care system and empower Children, Young people, and Families to make positive changes to their lives.
- You will work consistently and assertively using a multi-agency approach and restorative practice, developing effective working relationships to deliver co-ordinated support to Children, Young people, and their Families.
- You will use approaches which promote longer term resilience, strengthening individual and families' capacity to benefit from community and universal resources in line with the following 5 family intervention factors which lead to positive outcomes:
  - Dedicated workers, dedicated to families
  - Practical 'hands on' support
  - A persistent, assertive & challenging approach
  - Considering the family as a whole
  - A common purpose and agreed action
- You will take a Lead role as part of the Team Around the Family (TAF) process, carrying out Early Support assessments (ESAs) and support identified needs.
- You will carry caseload responsibility using a 'Whole Family' approach, planning and reviewing packages of support through TAF, CPP, CIN and LAC plans ensuring the child's voice is paramount and will work consistently and assertively with individuals, families, partners, and other agencies to deliver coordinated support.
- You will receive reflective supervision and management oversight.
- Supports the delivery of the aims and objectives of the Early Support Service to Children, Young people, and Families across Kirklees.
- Carries out assessments, TAF plans and role of Lead Professional, working creatively and flexibly.

- Engages effectively with Children, Young people and Families who can be challenging, show disguised compliance, demonstrate risky behaviours and who may be difficult to engage or accepting of services.
- Works flexibly to manage the needs of children and their families and the needs of the service. Responds promptly to need in times of crisis to prevent potential family breakdown.
- Ensures all work is delivered in compliance with the services Practice Standards, relevant legislation, local and national policy, and guidance.
- Works effectively in partnership providing multi agency support.
- Maintains accurate records and observations using an IT system, which may also require court report writing and possible evidence giving in the court arena.
- Participates in supervision and appraisal of own practice and learning and development opportunities.
- Supports less experienced colleagues in complex planning and review meetings and shares any specialist knowledge.

## Position of job in organisational structure



## Employee Specification

Knowledge, qualifications, skills, and experience	Shortlisting criteria
Able to develop and maintain effective relationships with Children, Young people and Families using assertive engagement and restorative approaches to help motivate and encourage behaviour change.	Essential
Able to identify risk, and demonstrate knowledge and understanding of child development, multiple complex needs of Children, Young people and Families and the impact this has on achieving positive outcomes.	Essential

<b>Knowledge, qualifications, skills, and experience</b>	<b>Shortlisting criteria</b>
Demonstrates excellent casework skills, including the ability to carry out 'Whole Family' assessments and develop and review SMART plans, reviewing strengths, resources, needs and risks.	Essential
Able to work effectively on own and as part of a team, developing multi-agency relationships and networks to ensure appropriate services and support is provided in a timely manner.	Essential
Able to use problem solving skills and a range of interventions to empower, encourage and promote capabilities and opportunities based on a clear understanding of reasons why children, young people and families struggle to engage with services, providing support to overcome barriers and behaviours where resistance to change can be high.	Essential
NVQ/Level 4 Qualification in Health, Social care or other relevant subject or evidence of equivalent experience of delivering a service at the level required for working with Multiple and Complex needs.	Essential
Committed to your personal development and keeping up to date with developments across health and social care.	Essential
Knowledge of relevant legislation and ability to apply this into practice.	Essential
Able to use IT to support accurate case recording and management information including report writing.	Essential
Accepts an enhanced DBS and barred list 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
Willing to undertake home visits, regularly outside of core hours.	Essential
Travel is an essential part of this job and therefore it would be extremely difficult for you to do your job effectively if you did not use a car for all or most of the time. 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.	Essential

### **For Office Use Only:**

Job Category	Children Services	Grading ID	65220
Job ID	80100551	Last Updated	July 2021
Job Focus	Yes	Career Progression	No

### **Contractual Variants**

DBS Category	Children	DBS Type	Enhanced + Barred
Health Check	No	Politically Restricted	No
24/7 working	No	Public Holidays	No
Night Working	No	Alternating Pattern	No
Standby	No	Other	No