

Family Support Worker– Early Support – GR – 8

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.

You will contribute to the councils shared outcomes, in collaboration with partners working to achieve the best start in life for children and families.

The role is based within Learning and Early Support.

To find out more about working for Kirklees please click [here](#)

The Job

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 and escalation of risk empowering Children, Young people and Families to make positive changes to their lives.

You will work consistently and assertively using a multiagency 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:

1. Dedicated workers, dedicated to families
2. Practical 'hands on' support
3. A persistent, assertive & challenging approach
4. Considering the family as a whole
5. A common purpose and agreed action

You will take a Lead role as part of the Team Around the Family (TAF) process.

You will carry out Early Support Assessments 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.

You will work consistently and assertively with individuals, families, partners and other agencies to deliver coordinated support.

You will receive reflective supervision and management oversight.

Job Checklist

- Supports the delivery of the aims and objectives of the Early Support Offer 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.

The Person

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

You will be resilient and flexible with a passion for working on a personal level with vulnerable children, young people and families with a commitment to working alongside people, practitioners and partners in very practical ways – always looking for people focused and local solutions that will enhance their participation in, and contribution to, their local community.

You will be a team player with good communication skills to be able to produce and deliver written and verbal reports.

Your interpersonal skills will enable you to engage and communicate effectively working in multi-agency partnerships and with individuals promoting positive physical, emotional and mental health in Children, Young people and Families.

Your experience will enable you to recognise and understand safeguarding, risk, the wellbeing, physical and psychological impact of multiple vulnerabilities, on Children, Young People and Families.

Your understanding of the needs of Children, Young people and Families, will enable you to apply your knowledge to promote resilience with individuals, and carry out assessments of needs and support and lead on children and young people's plans and reviews effectively.

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 New Council employee.

Person Checklist

- 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.
- 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.
- Demonstrates excellent casework skills, including the ability to carry out 'Whole Family' assessments and develop and review plans, reviewing strengths, resources, needs and risks.
- 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.
- 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.
- 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.
- Committed to your personal development and keeping up to date with developments across health and social care.
- Knowledge of relevant legislation and ability to apply this into practice.
- Able to use IT to support accurate case recording and management information including report writing.
- Accepts an enhanced DBS check is required.
- Willing to undertake home visits, regularly outside of core hours and travel as 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.