

# Family Support Worker - Grade 8

## Job purpose

In Kirklees we want to be innovative and creative in the way we work to deliver Early Support Services by developing a unifying but not uniformed offer, which reflects the needs and strengths of children, young people, families and communities. Early support for children and families is more effective and less expensive than intervening when problems become entrenched. Even if early support cannot stop problems escalating, targeted and evidence-based support for those at most risk can still make a difference and reduce the need for the high costs of social care involvement and taking children into care.

The Kirklees Early Support Partnership has developed a vision of what it is hoping to achieve. We all believe that every child and young person should have the opportunity to reach their full potential and that they are best supported to grow and achieve within their own families and communities. We want to forge a relationship between agencies and children and families so that the emphasis of practice is on working with children and families, rather than doing things to them or for them. Working with” involves high support and high challenge so that families have the support they need to find their own lasting solutions to the challenges they face, and are equipped with the resilience to move forward successfully

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 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.

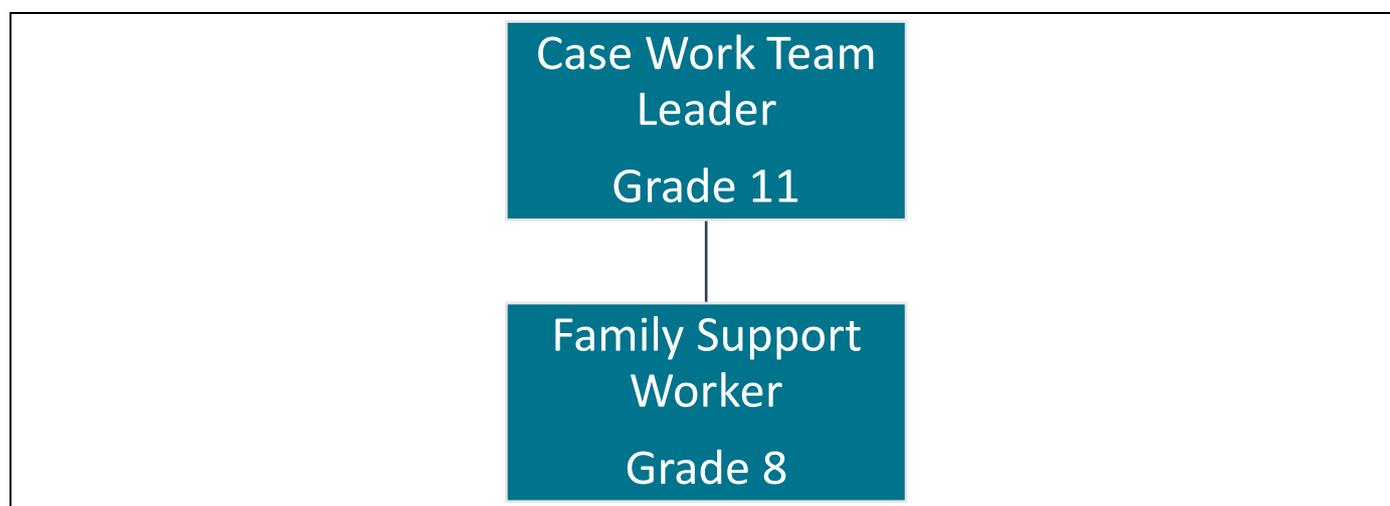
You will receive reflective supervision and management oversight.

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

## Key areas of responsibility

- 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

<b>Knowledge, qualifications, skills and experience</b>	<b>Shortlisting criteria</b>
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
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

## 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](#).  
 DBS check at the appropriate level

This Job Profile is intended to provide an understanding and appreciation of the responsibilities of this 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's Service	Grading ID	65220
Job ID	80100551	Last Updated	April 2020
Job Focus	No	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