

# Family Support Worker – Children with a Disability Team – 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.**

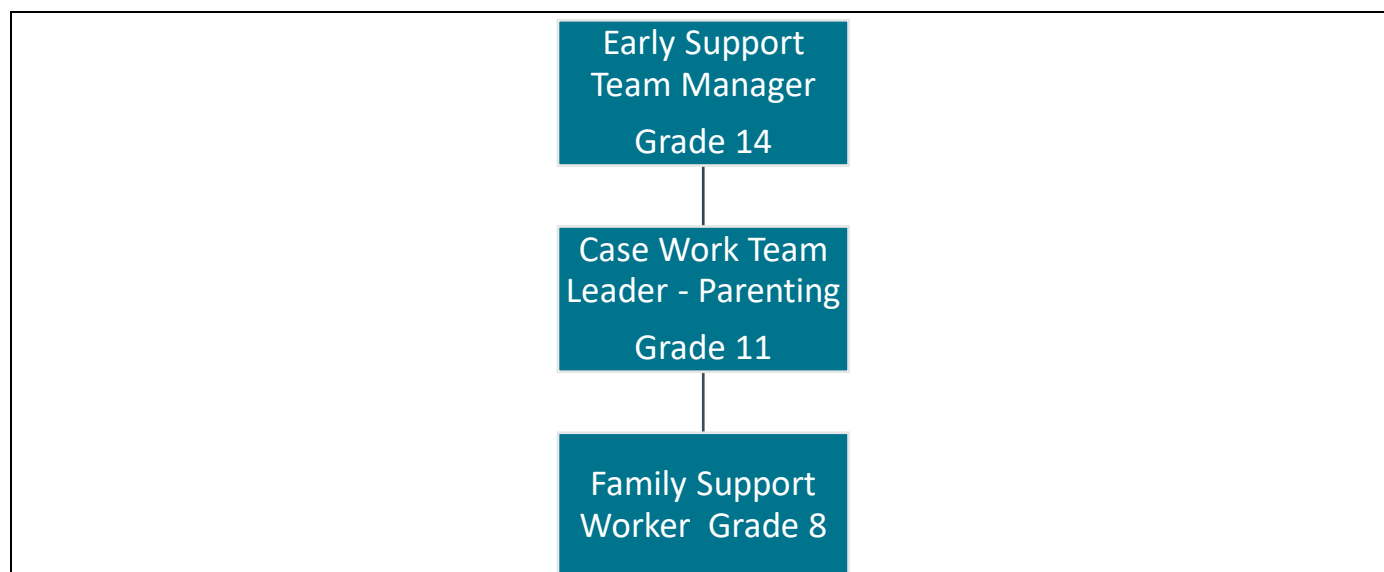
At Kirklees we want to be innovative and creative in the way we work to deliver our services to our communities. We know we have challenging times ahead, so we are always looking for better and smarter ways to work.

The Children with a Disability Team provides 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 disabled children, young people, and their families with a range of multiple and complex support needs. Working across the borough, you will provide a range of evidenced based interventions that help to prevent family breakdown escalation into the care system and empower disabled children, young people, and their families to make positive changes to their lives.
- You will carry out Early Support Assessments and support identified needs. You will review packages of support for disabled children, young people, and their families in a regular timely manner, using person centered approach and an outcome focus
- You will work consistently and assertively with individuals, families, partners, and other agencies to deliver coordinated support.
- Undertake direct payments, review of short break packages on an annual basis.
- Engages effectively with disabled children, young people and their families who can be challenging, show disguised compliance, demonstrate risky behaviours and who may be difficult to engage or accepting of services.
- Assists in the work of KICES (Kirklees Integrated Children's Equipment Service)

## 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 their 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 complexes need of disabled children, young people and their 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

<b>Knowledge, qualifications, skills, and experience</b>	<b>Shortlisting criteria</b>
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
Checked by HR	M Lunn		