

## JOB DESCRIPTION

<b>Job Title:</b>	<b>Family Worker - Family Safeguarding</b>		
<b>Directorate:</b>	<b>People</b>	<b>Salary:</b>	<b>£30,024 - £35,412 plus £729 London Weighting and £963 Essential Car User Allowance</b>
<b>Section:</b>	<b>Children's Social Care</b>	<b>Grade:</b>	<b>BG-H SCP 15 - 24</b>
<b>Location:</b>	<b>Time Square</b>	<b>Work Style:</b>	<b>Flexible</b>

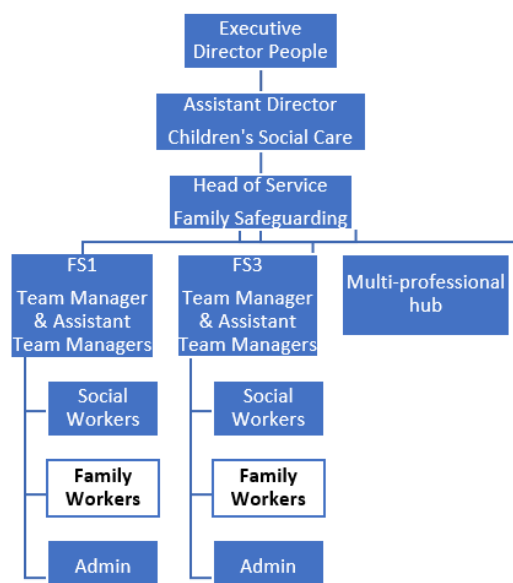
### Key Objectives of the role

To provide support to children and their families by working practically with them, and in a participatory manner to ensure children can remain with their families where possible.

To engage children and young people in being able to share their views and advocate for them and their needs.

To support and enable the provision of family time between children looked after and their families.

### Designation of post and position within departmental structure



## Daily and monthly responsibilities

- 1) To work with and manage a caseload of children and their families who are assessed as child in need.
- 2) To work alongside Social Workers in providing services and interventions to families.
- 3) Undertake visits to children, young people, and parents/carers. Utilising Motivational Interviewing, direct work tools and life journey work.
- 4) To facilitate the provision of family time between children looked after and their families by arranging, supporting, and supervising these sessions. This may also involve transporting children.
- 5) To keep accurate records of case work and interactions with children and families using the electronic case record system (MOSAIC).
- 6) To ensure confidentiality and security of information and share with other agencies as appropriate. This must uphold the principles of the GDPR.
- 7) Provide a flexible, solution focused response to challenges and work with service users.
- 8) Support the provision of parenting work and programmes directly with service user groups.
- 9) Support and contribute to the completion of parenting and other such assessments.
- 10) Attend 1:1 supervision and group case supervision each month with a reflective and outcome focussed view.
- 11) To aspire in everything you do, these are our ASPIRE priorities:
  - i. Always respect timeliness
  - ii. Smart impactive planning
  - iii. Purposeful visits to families
  - iv. Impactful, collaborative assessments
  - v. Reflective supervision
  - vi. Engaging with children – Always ask yourself “what is life like for this child?”
- 12) Support the team duty system and provide support to other teams and services where required.
- 13) To seek and encourage feedback from service users and children to evaluate the services we provide.
- 14) To be aware of, and put into practice policies covering child protection, anti-discriminatory practice, equal opportunities, health and safety.
- 15) Such other duties as may from time to time be necessary, compatible with the nature of the post.

It should be noted that the above list of main duties and responsibilities is not necessarily a complete statement of the final duties of the post. It is intended to give an overall view of the position and should be taken as guidance only.

### Scope of role

- All employees working with children, young people and vulnerable adults have a responsibility for safeguarding and promoting their welfare and must demonstrate a commitment to the principles of participatory practice and the involvement of young people in decisions which affect them.
- This is not a budget holding post, but an understanding of the appropriate use of public funds is desirable.
- Commitment to the Council's Equal Opportunities policy at all times and to working within the bounds of the Data Protection Act and GDPR legislation at all times.

Such other duties as may from time to time be necessary, compatible with the nature of the post. It should be noted that the above list of main duties and responsibilities is not necessarily a complete statement of the final duties of the post. It is intended to give an overall view of the position and should be taken as guidance only

## PERSON SPECIFICATION

KEY CRITERIA	ESSENTIAL	DESIRABLE
<b>Skills and qualifications</b>	<p>Skills and experience of working with children and young people</p> <p>Educated to GCSE standard, including Maths &amp; English at grade C/4 or above</p>	<p>Childcare or social care qualifications</p> <p>Training in parenting programmes</p> <p>Training in Motivational Interviewing, solution focussed practice, counselling and/or family therapy</p>
<b>Competence Summary</b> (Knowledge, abilities, skills, experience)	<p>Understanding of and commitment to the requirements of safeguarding children, young people, vulnerable adults and promoting their welfare</p> <p>Ability to build positive and respectful working relationships with a range of professionals and service users</p> <p>Ability to engage with children and young people and seek their views using a wide range of direct work tools and in play</p> <p>Knowledge of child development and age-related milestones</p> <p>Experience of working with children and families</p> <p>Demonstrate an ability to analyse and solve problems creatively with positive outcomes</p> <p>Understanding of, and commitment to the principles of participatory practice with children and young people</p> <p>Effective IT skills and ability to accurately record interactions with service users</p> <p>Knowledge of child safeguarding and can demonstrate an ability to put this into practice</p>	<p>Experience of working within or alongside children's social care services</p> <p>Experience of Life Journey Work</p> <p>Knowledge of child protection legislation and statutory children's social care services</p> <p>Experience of providing family time between children looked after and their families</p>

<b>Work-related Personal Requirements</b>	<p>The post holder must hold a full UK driving licence (or valid equivalent). Non-UK licences must be converted to UK licences in the first six months of employment.</p> <p>Ability to work as part of a team, including other professionals and outside agencies</p> <p>Good written and verbal communication skills</p> <p>Resilience and ability to work under pressure to deliver deadlines and performance targets</p> <p>Ability to organise own workload and respond to crisis</p> <p>Self-motivated and flexible</p> <p>Ability to maintain professional boundaries</p>
<b>Other Work Requirements</b>	<p>A satisfactory enhanced Disclosure and Barring Service check.</p> <p>The ability to converse easily with members of the public and respond effectively to questions in spoken English</p> <p>This post is exempt from the Rehabilitation of Offenders Act 1974</p> <p>Ability to work outside of office hours when required to do so</p>
<b>Role models and demonstrates the Council's values and behaviours</b>	<p>Our values define who we are. They outline what is important to us. They influence the way we work with each other – and the way we serve our residents and engage with our communities.</p> <p>We make our values real by demonstrating them in how we behave every day.</p>

**All staff should hold a duty and commitment to observing the Council's Equality & Dignity at Work policy at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and Council policies/procedures.**

