

Job description

Job title	Senior Family Support Worker				
Service Area	Children and Families	Function			
Team	Children & Families	Post number		Grade	LBR 08
Reports to	Team Manager				
Responsible for					
Purpose of job					
<p>To assist the team manager and social work team in developing and leading on family support interventions with children who are subject to statutory plans e.g. Child in Need , Child Protection, PLO and court proceedings ensuring an efficient and cost effective service, with SMART plans that work in corroboration with statutory plans.</p> <p>To work effectively with Social Workers and other Family Support Workers in the service using specialist knowledge to ensure ongoing development of the service through effective bespoke service delivery/care packages.</p> <p>To lead on developing parenting programmes and effective interventions for Children and Families to enhance the services intervention portfolio and to ensure bespoke timely intervention is available within statutory timescales.</p> <p>Carrying out development, co-ordination and delivery of support services and interventions for families, children and young people including offering advice, input and guidance to promote positive practice.</p> <p>To assist the service manager to identify the needs of the service and developing appropriate interventions to meet service demand alongside statutory timescales.</p>					
Major duties and responsibilities					
<u>Specific function and task</u>					
<p>The senior FSW is expected to work in partnership with agencies and staff using effective communication and leadership skills to ensure that they are able to deliver effective, efficient support and intervention services to enhance Social work statutory duties in a timely way.</p> <p>To work alongside other teams delivering bespoke services from the intervention portfolio to children and families across the service.</p> <p>To provide support to the Social Work teams functions and be adaptable and flexible to service user's needs.</p> <p>To be responsible for holding a case load that ranges from co-working alongside the social worker on Child Protection and care Proceedings cases, as well as working alone on Child in Need and provision of Information and Advice cases.</p> <p>To be responsible for holding Supervision Order cases where the LA is under a duty to 'advise,</p>					

assist and befriend' a child for a period that the court order states.

To take the lead in developing parenting programme for Victims, Perpetrators and Children of domestic abuse families.

To take the lead in developing direct work tools and interventions with children and young people, which also includes exploited children.

To partake in completing Return Home Interviews within the LA's timescales.

To be responsible for obtaining and collating regular service user feedback.

To develop and deliver personalised packages of support for young people to assist them in overcoming barriers which may be impacting on their personal, social, educational and economic progression and their ability to achieve their full potential.

To have an enhanced understanding of children safeguarding legislation and guidance and be confident in being able to identify safeguarding risks.

To deliver appropriate interventions as part of the agreed package of support for individuals and their families, ensuring plans are outcome focused and progress is reviewed effectively. This will include developing and delivering effective interventions that significantly reduce parenting concerns, neglect, behavioural issues as well as reduce social and offending behaviour and other poor outcomes for identified young people and families

To partake in Child in Need, Child protection conferences and any other forum where there has been family support worker involvement, to provide details reports of the work completed and to share information appropriately and in line with GDPR and Data Protection At with the multi-agency network.

To attend multi agency meetings and represent /advocate on behalf of the Child/Family to identify appropriate packages of support for individuals and their families. To negotiate and actively refer children and their families into appropriate services provided by public and voluntary sector providers and to co-work cases, where appropriate, with social work staff.

To maintain accurate, comprehensive management information/case records using specified electronic systems and complying at all times with completion deadlines.

To contribute to and/or complete child and family assessment by working alongside the child/family and partners to ensure that assessments are translated into SMART plans that reflect the current and ongoing needs of the family.

To develop a high level of knowledge about the local community and existing provision for young people and parents.

To liaise and maintain contact with other professionals involved with the family to ensure that information is shared and to act as a link worker for identified partner agencies.

Working within the Common Assessment Framework ensure all young people worked with, have a comprehensive assessment and agreed support plan.

To be responsible for the development and delivery of groupwork and outreach programmes with young people to address lack of engagement, risk behaviours and involvement in crime.

To ensure that young people are actively involved in the development and review of individual support plans and outcomes.

To actively promote the service through appropriate publicity, events and networking and be

proactive in securing sufficient referrals to maintain a full caseload.

To ensure that the approach to working with young people is flexible, working at a variety of venues and out of office hours as appropriate.

Children and their Families /Carers

Contribute to social work and service user support and intervention plans where appropriate.

Maintain good standards of practice at all times.

Support families with appropriately signposting them to other agencies for support.

To have a comprehensive understanding of risks to children in line with London Child Protection Procedures and being confident in escalating concerns to the line manager.

Be alert to child protection issues giving clear guidelines to other staff and agencies.

To participate in referral meetings, reviews, case discussions, care plan meetings, Child Protection conferences, Core Groups, and any other relevant professional meeting that requires FSW assistance.

Organizing, Chairing and taking minutes if required. Ensuring service users fully understand the processes.

To record all work on Protocol system within 48 hours ensuring recording is accurate, assessments are full and to a high standard.

To work in partnership with families, monitoring their needs through accurate record keeping, care planning and case recording ensuring that information is shared with service users where this is permissible.

To work in partnership with other professionals and agencies.

To be a good role model by demonstrating how to approach sensitive and personal issues with children, young people and their parents/ carers in a professional manner.

General

To ensure lone working procedures are implemented and participate in the functions of the service both within and outside of office hours.

To keep up to date and implement any legislation or procedures in relation to service delivery, disseminating as necessary to other staff.

To work alongside the Team Manager to ensure that the organisation and development of services comply with Ofsted required minimum standards.

To work alongside the Team Manager, senior management and with Ofsted Inspectors to ensure that any recommendations made within Inspection reports are adhered to.

To actively promote and encourage diversity and a multi-cultural ethos through every aspect of the service.

To ensure health and safety procedures are followed within own areas of responsibility, ensuring that health and safety requirements are met.

Any other duties required by the post.

Person specification

Job Title	Senior Family Support Worker				
Service Area	Children and Families	Function	Community Social Work Team and Family Intervention Team		
Team	CSW and FIT	Post number	CT	Grade	LBR 08
<i>Method of candidate assessment: A = Application Form I = Interview T = Test</i>					
<i>Weighting: 3 = most important, 2 = least important</i>					
Selection Criteria				A - I - T	Weighting
Education and Qualifications:					
1. Recognised relevant qualification (i.e. NNEB, NVQ 3 or approved equivalent).				A	3
2. A recognised/accredited qualification in family intervention programmes					2
Experience:					
3. Significant experience of working with children and families, for at least five years.				A-I	3
4. Experience of working with child protection issues				A-I	3
5. Experience of working one to one with children, young people and their families in their home				A	3
6. Experience of dealing with difficult situations in a professional manner				A - I	2
7. Experience of joint working with parents and other professionals				A-I	3
8. Experience of writing, concisely and accurately, case notes, reports and assessments etc.				A	3

<p>Skills:</p> <p>9. Ability to support children in need and their parents, within their home or in the community and at reviews, case conferences etc.</p> <p>10. Ability to formulate and implement family support and intervention plans</p> <p>11. Ability to demonstrate good communication skills with colleagues, other professionals, children and their families</p> <p>12. Ability to work in co-operation with the Team Manager, consulting on team and casework issues.</p> <p>13. Ability to remain courteous, calm and professional at all times.</p> <p>14. Ability to use resources effectively within current constraints.</p> <p>15. Ability to support team members in delivering a high standard of bespoke interventions to children and families whilst maintaining high standards of practice and contribute to the evaluation of this.</p> <p>16. Ability to think creatively of the needs of the children and families and to be able to collaborate with other team members to devise bespoke programmes and interventions that will work to improve positive outcomes for children and families,</p> <p>17. <i>To have sound IT and</i></p> <p>18. Ability to organise and manage own time and workload.</p>	<p>A</p> <p>A – I – T</p> <p>I - T</p> <p>A - T</p> <p>I</p> <p>A</p> <p>A - I</p> <p>I</p>	<p>2</p> <p>3</p> <p>3</p> <p>3</p> <p>2</p> <p>2</p> <p>3</p> <p>3</p>

Knowledge:		
19. Knowledge of legislation and guidance relevant to working within a Family Support Service	A-I	3
20. Knowledge and understanding of the needs of children and their families.	A-I-T	3
21. Knowledge and understanding of equality and diversity issues.	A-I	2
22. Knowledge and understanding of GDPR 2018 and DPA 1998		