

Northumberland County Council
JOB DESCRIPTION

Post Title: Families First Worker	Director/Service/Sector: Children's Social Care		Office Use
Band: 6	Workplace: Riverside Centre and across the county as agile workers		JE ref: 225 HRMS ref:
Responsible to: Senior Practitioner/Team Manager	Date:	Manager Lever:	
Job Purpose: To provide a comprehensive family support service to: Promote children remaining with their birth families or extended family members for whom there is a formal arrangement (such as an SGO) by preventing family breakdown or reuniting children separated from home by a temporary crisis. Families where a child or children who has been looked after is returning home in a planned way. Families who are at risk of their children being removed because of serious safeguarding concerns which result in a child protection plan			
Resources	Staff	Nil	
	Finance	very small amounts of petty cash. Supervised spend with families from grant awards up to £250	
	Physical	Handling and processing sensitive and confidential information. Case files and databases.	
	Clients	Families and other agencies.	
Duties and key result areas:			
The postholder will deliver a comprehensive family support service to a caseload of families with a range of issues including parenting, neglect, domestic violence and substance misuse. This will include:			
<div><div></div><div><div>1.</div><div>With the allocated social worker and family drawing up a clear plan of work with timescales and SMART outcomes.</div></div><div><div>2.</div><div>Attending care team, core group meetings, child protection conferences and reviews, looked after reviews</div></div><div><div>3.</div><div>Undertaking planned and reactive work using a range of intervention methods and skills. This will require the ability to manage time effectively supported by their line manager.</div></div><div><div>4.</div><div>Use an assertive outreach approach-offer support and modelling alongside supervision and enforcement and persistent engagement.</div></div><div><div>5.</div><div>Liaising and coordinating with a range of other agencies.</div></div><div><div>6.</div><div>Maximise the involvement of children, young people and their families in decisions which affect them.</div></div><div><div>7.</div><div>Use a range of different parenting support methods and facilitate group work programmes which parents will attend in their locality.</div></div><div><div>8.</div><div>Being clear about safeguarding thresholds and alert managers to concerns about the increased risk for children.</div></div><div><div>9.</div><div>Make case recording and maintain case management records in accordance with service and professional standards using the Liquidlogic recording system (ICS). To contribute to other risk assessments including VCLs as required.</div></div><div><div>10.</div><div>To attend court on occasions to give evidence and to undertake relevant reports for court.</div></div><div><div>11.</div><div>Build up close working links with other staff working with families across the county.</div></div><div><div>12.</div><div>Contribute to service development through attendance and contribution to team meetings and team development activities.</div></div><div><div>13.</div><div>To contribute to your own learning and development in discussion with your line manager by identifying appropriate development opportunities and attending training.</div></div></div>			
The duties and responsibilities highlighted in this Job Description are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and extent of the post and the grade has been established on this basis.			
Work Arrangements			
Transport requirements: Working patterns: Working conditions:		Need to visit families and attend meetings at a range of venues including family houses across their locality area on a regular and routine basis. Ability to work flexibly on a rota basis including weekend and evening working up until 8pm.	

	(SPR payments will be made for weekend working) Requirement for lone working within the community and office based duties
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PERSON SPECIFICATION

Post Title: Families First Worker	Director/Service/Sector:	Ref: 225
Essential	Desirable	Asses

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Knowledge and Qualifications		
NVQ Level 3 or equivalent in child care or related discipline Understanding of whole family approach, solution focussed practice and crisis intervention. Understanding of safeguarding Knowledge of impact of multiple disadvantage Knowledge of partner agencies and their role in supporting families Knowledge of IT systems Knowledge of child development and child protection issues Knowledge of parenting work	Professional qualification in health, social work or other related field Knowledge of mental health, substance misuse, domestic violence and poverty and how these impact on families Accreditation in delivering evidence based parenting programmes	
Experience		
Two years experience of direct work with families Evidence of working with families to affect change Experience of working as part of a team Experience of working with children living in complex families	Experience of delivering group work programmes Experience of working with complex families under stress	
Skills and competencies		
Able to engage and challenge families Skills to deliver in a group work setting High level of both written and verbal communication skills including producing reports for formal statutory meetings and court. Ability to communicate effectively both verbally and in writing with children/young people and families and other professionals. Ability to work as part of a multi-agency team. Ability to work creatively and independently to achieve better outcomes for families Ability to work under pressure, meet deadlines and have strategies to cope with stress Organisational skills including ability to work flexibly and prioritise workload Ability to advocate on behalf of families where appropriate with other agencies. Ability to use electronic case recording systems and follow appropriate procedures effectively Ability to comply with required levels of data protection and confidentiality IT skills appropriate to the needs of the post.		
Physical, mental and emotional demands		
To be able to work flexibly to be the needs of families including early mornings, evenings and weekends as part of a rota system within NCC's flexible working policy and SPR agreements To be able to meet the transport demands of the post -this post will include lone working To be able to work in families homes providing practical and emotional support To support and empower families to make improvements to their home		

conditions where deemed appropriate-this may include some practical tasks. To be able to accommodate changes in work pattern at short notice To maintain a positive and professional attitude and relationship in working with families who may provide challenges and regular emotional demands on a 1:1 and group basis		
Other		
To be committed to developing resources, services and good practice for children, young people and families		

Key to assessment methods; (a) application form, (i) interview, (r) references, (t) ability tests (q) personality questionnaire (g) assessed group work, (p) presentation, (o) others e.g. case studies/visits