



South Tyneside Council

CHILDREN, ADULTS AND HEALTH

JOB DESCRIPTION

POST TITLE: Families First Worker
GRADE: Band 6
RESPONSIBLE TO: Children's Home Registered Manager

Overall Objectives of the Post:

South Tyneside Council's Families First Service provides outreach, family work and respite care to children and young people who are at risk of becoming looked after. The Service delivers measurably improved outcomes for children, young people and families by delivering outreach child / young person and family support in the centre or the family home as well as offering residential respite provision, where there is an identified need, as part of the overall intervention plan.

As a Families First Worker you and your colleagues will be responsible for the delivery of direct work, interventions and practical support to children, young people and families in response to need and in line with the principles of Families First and under direction from the Registered Manager. The Families First team is an integral part of the Team around the Child/Family and works alongside other professionals to contribute to whole family and individual interventions, which utilise a range of evidence based intervention methods and approaches. The role will support the service to achieve its vision of providing support to children, young people and their families ensuring they can safely remain within their own families and communities where ever this is in their best interests.

As part of the role you will be required to assist the Registered Manager in the day-to-day care of young people who are in receipt of respite care in accordance with the values and principles of the Families First Service. As a Families First Worker you will undertake key working duties in line with the principles of the Families First Service.

Key Responsibilities of the Post:

1. *You will be responsible for working individually or as a team to provide outreach and family based intervention work with children, young people and their families. You will achieve this by:*

- Ensuring the voices of children, young people and families' are at the centre of all decision making and their voices are heard and valued as part of planning, intervention and reviewing process and wider service delivery.
- Ensuring you and the team work in partnership with colleagues from other agencies to develop and delivered coordinated packages of support that provide a positive intervention and outcome which supports the child / young person to remain at home.
- Helping to ensure the service is able to identify and manage need and risk safely whilst supporting children and young people to remain living within their families and communities.
- Using preventative intervention models to reduce young people taking risks and engaging in unhealthy and unsafe behaviours.

- Contributing to the development and leading on the delivery of timely and effective packages of intervention and support to children / young people and families in response to assessed need and risk.
 - Using a range of evidence based interventions and techniques that are appropriate and effective in meeting the child, young person and families' needs and lead to long term change and sustainability.
 - Contributing to multi-agency assessment, planning and review processes in line with policy and procedures to ensure that the aims and objectives of the intervention plan are progressed appropriately.
 - Working directly with children, young people and families in a targeted way to directly deliver prevention programmes, health interventions, behaviour management and support one-to-one interventions, evidence-based family interventions and group work which will improve outcomes.
- 2. *You will be responsible for working with children and young people who are in receipt of Families First Services within the respite component of the centre ensuring the values and principles of Families First are achieved. In addition to the areas highlighted in section one you will support this by:***
- Ensuring the physical needs of a child or young person are met in accordance with their age and stage of development.
 - Participating in shift hand-over meetings.
 - Ensuring the fabric of the building, equipment and grounds meet National Care Standards for Children.
 - Being accountable, as part of a team, for the delivery of the highest possible quality standards that meet inspection criteria.
- 3. *You will be responsible for working as part of a team to develop the Families First Service. You will achieve this by:***
- Providing support, comfort and when appropriate, control when children and young people are under stress or in need of clear boundaries.
 - Ensuring you maintain accurate and timely records of all work and interventions, producing reports as required and ensuring the Council's ICT system is up to date.
 - Working effectively within your team's allocated budget ensuring that value for money is derived from all resources at your disposal and spending is in accordance with budgeted plans and recorded.
 - Working on a flexible basis to ensure necessary cover for the service, which includes regular evening and weekend work which will be inclusive of sleep-ins.
- 4. *You will be responsible for ensuring your practice is in accordance with the organisations values, principles and policies. You will achieve this by:***
- Ensuring you practice with integrity and that professional judgements promote and are respectful of culture, language, ethnic origin, faith, gender, sexual orientation and disability, so that rights and responsibilities are respected.
 - Ensuring you are preparing for and attend supervision and annual appraisal with your line manager.

- Ensuring you remain current in your practice in relation to the intervention tools and techniques used within your daily work, ensuring you attend and seek out training, development and research to inform your practice.
- Ensuring you are up to date and familiar with current legislative changes and policies and procedures.
- Cultivating excellent working relations with the Community, Voluntary and Independent sectors to ensure that new models of service delivery effectively meet the needs of children and young people in the future.

South Tyneside Council is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. Successful applicants will be required to produce an Enhanced Certificate of Disclosure from the Disclosure and Barring Service.

All employees have a responsibility to undertake training and development as required. They also have a responsibility to assist, where appropriate and necessary, with the training and development of fellow employees.

All employees have a responsibility of care for their own and others health and safety.

The above list is not exhaustive and other duties may be attached to the post from time to time. Variation may also occur to the duties and responsibilities without changing the general character of the post.

Reference: DB/CL

Date: 8.11.19