



Job profile

Parental Mental Health Worker (Family Drug and Alcohol Court) – partnership between Gateshead, Newcastle and North Tyneside Councils

Grade J

Group: Children, Adults & Families

Service: Quality Assurance & Commissioning (Gateshead System)

Location: Civic Centre

Line Manager: FDAC Team Manager - Safeguarding Children's Unit

Car User Status: Casual

Job Purpose

To provide specialist mental health support to the multidisciplinary assessment of families and parents referred to the service. Rapid initial and then ongoing assessment of parents; of their willingness and capacity to engage in therapeutic work, alongside parenting capacity and of paramount importance, the safety of the children. The post holder will contribute to the multidisciplinary formulation of an intervention plan and work with team members to mobilise and co-ordinate existing local authority, NHS and independent sector resources to meet the needs of the care plan and provide evidence based interventions in community based settings, including families homes.

The post holder will take a lead on providing professional advice and development in relation to mental health within the FDAC team, develop clear pathways of care and support for families affected by parental substance misuse and mental health difficulties in order to promote and improve the wellbeing of parents, children and young people.

The post holder will be required to present reports in an authoritative manner in Court on a regular basis, and other multidisciplinary and multi-agency settings, work with autonomy but equally closely with FDAC colleagues. The post holder will be expected to contribute to and take part in of the evaluation of the service.

The key roles of this post will include:

1. To provide assessment and intervention to parents, children and young people who are required to be seen within the multi-disciplinary Family Drug and Alcohol Court
2. Provide keyworker support and lead upon interventions as part of the treatment plan agreed with the family, referring to other professionals / agencies in the network, where appropriate.



3. To be an active member of the multi-disciplinary FDAC team in developing intervention plans to meet the referred family's needs. Providing comprehensive, multidisciplinary assessment of the mental health of an adult, child or young person's life and to work with the FDAC team to identify needs and implement a package of intervention to meet those needs.
4. Proactively provide consultation, information & advice, and provide court reports regarding specific families on issues relating to their mental health to support the FDAC model.
5. To provide a range of interventions to support a person's mental health from advice, information, counselling, cognitive behavioural therapy, motivational interviewing, EMDR, trauma informed practice and other forms of supportive therapy with parents who are working with the FDAC Team.
6. To undertake community-based drug and alcohol screening within a family homes and other community-based settings.
7. To raise awareness about and review as appropriate, the protocols that exist between drug and alcohol services and child protection services.
8. To provide assessment of families referred to FDAC North East, offering support and insight from a systemically informed perspective. To offer intervention for children and young people referred to the service and their families. Clinical activity may be with children, young people and their parents. This will involve clinical assessment and treatment of families with highly complex needs.
9. To liaise and work jointly with other health and social care staff, from a range of agencies, in the care provided to clients.
10. To formulate plans for the formal assessment and/or treatment of need based upon a conceptual framework of the parent / child's problems, taking into account multiple theoretical perspectives and employing methods based upon evidence of efficacy, across the full range of care settings.
11. To make highly skilled evaluations and decisions about assessment and treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family, group or network.
12. To be responsible for implementing a range of interventions for individuals, carers, families, groups, and others in the professional network work with the client group adjusting and refining formulations and drawing upon different explanatory models.
13. To exercise of full responsibility and autonomy for the assessment and treatment of clients, communicating with the referral agent and the network involved on a regular basis. This may involve the convening of multi-professional or multi-agency meetings and the provision of guidance.



14. To provide expertise and advice, guidance and consultation to other professionals contributing directly to the formulation and treatment plan for those referred to the service.
15. To undertake risk assessment and risk management for relevant individual parents and families.
16. To communicate in a highly skilled and sensitive manner, information concerning the assessment, formulation and treatment plans in relation to clients for whom the post-holder has responsibility and to monitor and evaluate progress during the course of both individual and multi-disciplinary care.
17. To produce comprehensive and timely court reports on families that are of a high quality as appropriate and to attend court as necessary.
18. To maintain a high standard of records, preparing reports for internal use and for external agencies as required and maintaining good communications with referrers and other professionals involved.

Teaching/Training

1. To receive regular clinical supervision, participate in group supervision and formulation meetings.
2. To contribute to team training and intervention development within the FDAC Team.
3. To provide specialist advice, consultation, training and supervision, where appropriate, to other staff working with this client group.
4. To attend team meetings, and other meetings as appropriate and to work collaboratively with other team members.

Research and Service Evaluation

1. To remain up to date with theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members.
2. To participate in audit and service evaluation activities, with colleagues within the service to help develop and evaluate service provision.

Such other responsibilities allocated which are appropriate to the grade of the post. Due to the nature of the role this may include working across locations and outside of standard working hours.



Knowledge & Qualifications

Essential:

Knowledge and skills

- Experience in developing and implementing child and family centric interventions.
- Wide experience of working with children and young people (including those aged 16 and above) and their families/carers
- Sound knowledge of the legislative framework of Social Services Department's duties relating to children particularly the Children Act 1989 and 2004 and experience of attending interagency planning meetings e.g. child protection conferences
- Able to demonstrate knowledge and understanding of child development, parenting capacity, environmental factors and risk and protective factors
- Able to summarise, analyse and evaluate complex information
- Excellent recording and report writing skills using electronic data information systems
- Demonstrate knowledge, understanding and application of relevant legislation and statutory guidance
- Effective assessment, planning and reviewing skills, with the ability to prioritise tasks, manage workloads and to work to tight timescales/deadlines
- Able to contribute to, and work within, a supportive team environment
- Able to liaise effectively with other agencies and professionals and to develop and maintain networks across partnership organisations
- Commitment to evaluative and audit processes /experience of audit and outcome monitoring

Experience

- Experience of undertaking complex family assessments; of designing and implementing care plans, of monitoring and reviewing such plans over a period of time
- Significant experience of working with adults experiencing mental health difficulties.
- Experience of delivering focussed interventions for families experiencing mental health and substance misuse difficulties. This should include a sound knowledge of using motivational interviewing techniques, cognitive behavioural therapy and other evidenced based approaches.
- Experience in delivering trauma informed interventions and trauma focused therapy.
- Experience of running group work sessions



- Ability to deliver interventions (such as MI, relapse prevention etc.) as necessary as part of the agreed plan with families referred to FDAC
- Capacity to work well within a small multidisciplinary team
- Knowledge of the broad categories of services and resources available to adults, children and young people, and the use of those resources to meet identified needs.
- Experience of working with professional networks
- Capacity to work independently, to take initiative and foster development of services
- Capacity to work sensitively and appropriately within a multicultural staff and client group
- Experience of working with families where there are substance misuse issues

Qualifications

- A professional qualification/accreditation in one of the following fields: Social Work, Psychological Therapy, Counselling, Clinical Psychology, Nursing, Systemic Family Therapy.
- Continued professional development in relevant fields related to this post

Desirable:

Experience

- Experience in delivering healthy relationships interventions, for both victims and perpetrators e.g. Freedom Programme, Safe for Life, Perpetrator programmes
- Experience / Knowledge of Incredible Years, Strengthening families, and behavioural parenting approaches.
- Experience of devising and implement substance misuse training programmes



Competencies

Customer Focus	Puts the customer first and provides excellent service to both internal and external customers
Communication	Uses appropriate methods to express information in a clear and concise way to make sure people understand
Team Working	Works with others to achieve results and develop good working relationships
Making things happen	Takes responsibility for personal organisation and achieving results
Flexibility	Adapts to change and works effectively in a variety of situations
Learning and Development	Actively improves by developing and applying new skills and knowledge and learns from past experiences
Developing Teams and Individuals	Promotes and supports team and individual learning and development and uses delegation to create a sense of ownership of high level organisational issues, and encouraging individuals to stretch beyond their current capabilities
Managing Performance	Effectively manages the performance of teams and individuals to ensure results are achieved
Personal Impact	Is self-aware, learns continuously and adapts behaviour in response to feedback. Makes things happen, operates with resilience, flexibility and integrity
Making things happen	Empowers people to initiate change. Supports innovative ideas and new ways of working