

## **Job Role: Residential Family Assessment Centre**

### **Job Description:**

Team Leaders will be required to:

- Ensure, through effective leadership, that partnership working with children and families is at the core of practice.
- Assess and respond to all safeguarding issues and ensure these are addressed in line with company and local safeguarding policies and procedures.
- Carry out in-depth and ongoing family assessment of need and risk to children, with particular emphasis on parental capacity and capability to change.
- Recognise and address behaviour that may indicate resistance to change, ambivalent or selective cooperation with services, and recognise when there is a need for immediate action, and what other steps can be taken to protect children.
- Provide reflective supervision to a team of Family Support Workers to include professional development and performance appraisals.
- Liaise with referring local authorities to determine suitability of placements and complete Viability Assessments accordingly.
- In consultation with referring local authorities and families, lead in the development of individual Family Placement Plans, ensuring all risks are addressed as appropriate.
- Chair meetings as required.
- Communicate effectively in highly charged, complex and challenging situations and ensure Family Support Workers are appropriately equipped to carry out their role.
- Promote solution focused practice that builds effective relationships with children and families to elicit their needs and views and embed active participation in practice.
- Gather the information and evidence to complete parenting assessment reports, presenting a clear analysis and a sound rationale for recommendations as well as any conclusions reached.
- Oversee and quality assure all interventions with service users and associated records compiled by Family Support Workers.
- Work as part of a multi-disciplinary team, including with children's social workers and other external professionals from partner agencies.
- Support families to access and partake in activities, e.g., group work, one-to-one direct work sessions, training as appropriate and in line with their Family Placement Plans.
- Operate in line with the Signs of Safety model, ensuring practice is inclusive with families, builds on strengths in order to enable them to effectively engage and actively encourages feedback in order to develop services.

- Practice in a way which promotes equality and diversity within all areas of work
- Adhere to all policies and procedure within 44 Westbourne Street.
- Take responsibility for maintaining up-to-date knowledge of relevant legislation and guidance relating to the user group.
- Provide a flexible service to families in line with their needs including operating within a shift-work system including weekend and bank holiday work.
- Attend meetings, both internally and externally, as required by the company.
- Ensuring professional conduct at all times when representing 44 Westbourne Street both within the premises and the community when supporting families.
- Any other duties as required by the management team and in line with the Company's business.

The role is full-time, i.e., 40 hours per week and the postholder will be required to operate shift patterns, including early starts and evening work plus weekends and Bank Holidays.

This post is exempted under the Rehabilitation of Offenders Act 1974 and as such appointment to this post will be conditional upon the receipt of a satisfactory response to a check of police records via Disclosure and Barring Service (DBS). The Disclosure and Barring Service (DBS) helps employers make safer recruitment decisions and prevent unsuitable people from working with vulnerable groups, including children.

## Person Specification

### Qualifications: and Skills required:

- Degree or equivalent in Social Work
- Trained in Parent Assessment Manual Software (PAMS) or willing to undertake this training
- A management qualification (desirable) or willing to undertake this training

### Experience:

- A minimum of 4 years post-qualifying experience
- Significant experience in statutory children's services, including assessment and direct experience of child protection and court work
- Supervisory experience of staff
- Experience of working across all children's age ranges, including early years
- Experience of working with parents who have additional needs in respect of their learning ability
- Demonstrable experience of working effectively with partner agencies

### Skills:

- Ability to effectively guide and support individual staff and the staff team as a whole in assessing and enhancing parental skills to achieve required outcomes.
- Be both authoritative and empathic and work in partnership with children, families and professionals, enabling full participation in assessment, planning, review and decision making.
- Act respectfully even when parents are angry, hostile and resistant to change and manage tensions in ways that show persistence, determination and professional confidence.
- Adept at using reflection in formal and informal settings to assist in developing staff skills
- Ability to lead and/or co-facilitate educational classes such as child development, parenting skills, household management/independent living skills, anger management etc.
- Demonstrable patience and empathy in responding to the issues and challenges that families face in the Centre
- Ability to provide education, appropriate modelling techniques and several other supportive services as outlined in individual Family Placement Plans.
- Ability to work autonomously and as part of a team
- Excellent literacy and communication skills
- Proficient in the use of IT and administration

