

## Job Description

**Post Title:** Family Support Worker

**Evaluation:** BB155

**Grade:** N6

**Responsible to:** Team Manager

**Responsible for:** N/A

**Job Purpose:** To work directly with children, young people and families who are experiencing challenging circumstances. The role will involve supporting the Child Plan by working flexibly to suit the needs of the family providing therapeutic strengths based interventions as well as practical support.

**Main Duties:** The following list is typical of the duties the postholder will be expected to perform. It is not necessarily exhaustive and other duties of a similar nature and level may be required from time to time.

1. To provide family support for families with a range of issues, including but not limited to, parenting and learning difficulties, neglect, poverty, mental health, domestic violence, alcohol and substance misuse, in order to enhance the potential for positive outcomes.
2. To develop and implement coherent plans of support that demonstrate positive parenting models/skills and effective behaviour management strategies, for parents and carers of children and young people, within the context of the Child Plan.
3. To undertake planned and unplanned work with parents and carers using a range of strengths based, practical and therapeutic interventions, assertive approaches, methods and skills to support them in developing more effective strategies and skills to care for and improve outcomes for their children.
4. Where safeguarding concerns and risks have been identified, to support families and develop family support interventions with the aim of reducing risks and improving parenting, whilst also ensuring own personal safety.
5. To undertake direct work with families and young people in the family home or other settings as required, using a restorative approach and professional curiosity, that responds appropriately to the needs of individual families, considering their capacity, diversity and cultural background.

6. To create and maintain constructive and empathetic relationships with children, young people, parents and families, offering direct support and a link with other sources of support within the community.
7. To recognise and take action where there are further safeguarding concerns/risks for children and families and where necessary raise these with a social worker, team manager and care team/core group members, to ensure effective arrangements are in place to keep children and young people safe.
8. To contribute and collaborate with all Children's Social Care assessments, including child protection, and with family meetings, in cases where there are safeguarding concerns/risks, or where children are not able to live with their parents.
9. As a member of the Core Group/Care Team, the worker will be expected to attend, contribute and where necessary, provide written reports for child protection conferences, child in need reviews, care team meetings and court, relevant to their role and service needs.
10. To establish positive working relationships with other professionals and agencies that will improve practice and outcomes for children and families.
11. To update and maintain electronic records of work undertaken with families and young people in accordance with Directorate guidelines ensuring the quality of the information noted is accurate and up to date.
12. To contribute to service development through attendance and contribution at team meetings/training and team development activities.
13. To take part in regular supervision and training, and be accountable for own learning needs to ensure good quality practice, up to date knowledge, skills and continuous professional development.
14. To handle and account for spends from section 17 monies/petty cash expenditure/awarded charity grants to provide coordinated and effective support to families in accordance with financial procedures of the Directorate.
15. To work within the statutory framework and comply with Directorate's and Councils' policies, procedures and guidance.
16. To promote and implement the Council's Equality Policy in all aspects of employment and service delivery.