Job Description

	For HR use only	Vacancy Ref No: DBS0736
Directorate	Children, Young People and Learning	
Service and Team	Keeping Families Connected	
Post Title	Keeping Families Connected Worker	
Grade	7	
Reports to	Team Manager	
Responsible for (employees / equivalent)	N/A	

Job Purpose

To provide intensive support to families experiencing multiple and complex issues, where children and young people are on the 'edge of care' and work across services to effect real change for families in crisis and at risk of breakdown. In addition, the service works to provide a comprehensive reunification service for those children and young people who have had a period of being a child in out care.

Job Content

- Work intensively with children and families as a named designated Keeping Families Connected Worker for families.
- Act as a consistent point of contact for families.
- Supporting with implementing a package of support for the family, including the child's edge of care plan and contribution to child in need plans, child protection plans and care planning.
- Provide family intervention support and assessment for children and families who have statutory social work involvement in conjunction with allocated social worker.
- Support statutory social work processes working in partnership with social workers to deliver high quality intervention and support where required.
- Work in a strength-based and trauma informed approach.
- Identify and monitor the appropriate intensity of any family intervention.
- Develop and maintain effective collaborative working with parents and families.
- Build capability in families, by sharing decision-making with the appropriate parent, carer or guardian and identifying solutions families can take ownership of themselves.

- To undertake effective family engagement that will support families at crisis point and reduce the risks of family breakdown.
- To work with partners and families to rehabilitate children back home to their families, where it is safe to do so.
- Work persistently to develop and maintain strong relationships with partner agencies and services.
- Ensure an up to date awareness of and compliance with the statutory requirements, departmental policies, inter-agency protocols, equality and diversity and other regulations and procedures in order to ensure statutory and Departmental requirements are met.
- Keep written records and produce reports, as requested, in accordance with departmental policies and procedures.
- Maintain strong relationships with team members to ensure reflective and collaborative case working.
- Be aware of the step-down and escalation processes of the local authority to ensure that the right support is given at the right time.
- Be invested in your own professional development and the ongoing development of the service alike.

Key Tasks:

- Working in a service-specific way which focuses on addressing the holistic needs of a family, where there is risk of family breakdown.
- Take a solution-focused approach to family intervention which seeks to understand and address the real issues within a family to prevent children and young people entering the care system.
- Contribute to the assessment of the needs of the whole family, in partnership with the allocated social work team.
- Champion a supportive and empowering approach to family intervention where needs have already escalated, and the children and young people are at risk of entering the care system.
- Work flexibly across the core hours of the service provision. Including weekends and evenings on a rota basis, where required.

Other duties as appropriate in line with the grade of the post.

Climate Change Values and Behaviours
We strive to reduce the carbon footprint of our services by using less energy in our buildings, travelling less in our vehicles and increasing our recycling. We encourage innovation and the generation of new ideas in the way we do things, including increasing the environmental sustainability of our services.
Equality, Diversity and Inclusion Values and Behaviours
We treat all our colleagues, residents and service users with dignity and respect. We embrace and value people's differences. We act as allies, educating ourselves, empowering others and tackling discrimination. We build an inclusive and fair workplace where all team members feel valued and accepted. We encourage team members, residents, and service users to contribute their perspectives to our understanding of the borough and how best to support our people. We role model inclusive behaviour, and champion equality.
Responsibility for Safeguarding or extent of contact with children, young people and/or adults at risk of harm.
Corporate parenting is the shared responsibility of a council, its employees, and partner agencies to provide the best possible care and life chances for children in our care. It's based on the notion we should act in our children's best interests, as if we were all the child's own parent. As an employer we promote a council wide approach to corporate parenting, and safeguarding vulnerable children and adults, reporting any issues or concerns appropriately.

Special Requirements of Post	
Working Conditions	37 hours per week
Working Requirements and Arrangements	The post holder will be expected to spend much of their time away from the office working directly with families wherever they are. It will be necessary for the post holder to work flexibly across 7 days a week, including evenings and weekends, where required.
Physical Requirements e.g. driving, lifting, and handling	N/A
DBS and Safeguarding Checks required	Enhanced
Politically Restricted	No

Person Specification

Job Criteria			
Factor	**Essential**	**Desirable**	**Assessment method**
Knowledge	Knowledge of effective practice in relation to engagement and working with children, young people and families, particularly in times of crisis. Knowledge of intervention services and approaches and the role of partner agencies, including the third sector. Knowledge and skills in an area of specialism e.g. Substance misuse, domestic violence, offending, worklessness, health, education, mental health and youthwork. • Knowledge and understanding of child and adolescent development and in particular issues related to		Application form Interview

	promoting the welfare of and protection of children and young people • Understanding of the legal and statutory framework relevant to family work. • Understanding of Trauma informed approach's when supporting children, young people and Families.		
Qualifications and Training including Professional Registrations	Minimum requirement of Level 3 qualification in Child Care, Health or Community/Youth work, education or equivalent.	Educated to degree level. Specialist qualification in Substance misuse, domestic violence, offending, worklessness, health, education, mental health or youthwork. Qualified to deliver parental programmes Qualified to deliver restorative interventions	Application Interview Certification.
Skills & Experience	Experience of working successfully with children, young people and families	Experience of delivering Groupwork and parenting programmes.	Application Interview

	to achieve specific outcomes Experience of working under pressure, managing competing priorities and tight deadlines. Experience of working with vulnerable children / young people and families. Experience of working in a multi-disciplinary environment supporting others but able to confidently challenge professional practice if required, on behalf of families.		References
Our Values	We Listen, We Care, We Are Ambitious, We Are Good Value for Money		

Please note if you intend to use your own vehicle (or non-council vehicle) for business mileage you must hold the relevant driver's licence, MOT, and insurance documentation.