Job Title:	**Family Care and Support Worker**
Team/Service Area:	**Social Care**
Salary/Grade:	**Grade 3**
Line Manager:	**Team Manager, Children with Disabilities Team**
Direct Reports:	**None**
Location:	**Sandhill but you may be required to work at any Company recognised workplace.**

About the Role

The Family Care and Support Worker provides practical care and support to children and young people with disabilities and/or complex needs, and their families. Support is provided flexibly within family homes, the community and group or youth club settings.

The role supports children and young people to access play, recreational and leisure opportunities, develop their independence and social skills, and participate in activities that are appropriate to their individual needs. It also provides families and carers with practical support and planned short breaks.

Family support may include assisting parents and carers with morning and evening routines and supporting children and young people with personal care, including washing, dressing, toileting and feeding. Where appropriate, this may involve the use of specialist equipment. Support should promote the child or young person's choice, independence and dignity.

The role contributes to services including family support, Leisure Link and Breathing Space and works in accordance with individual care plans and assessed needs.

Support is delivered flexibly and may include early mornings, evenings, weekends and school holidays.

This role is exempt from the Rehabilitation of Offenders Act 1974 and therefore requires a satisfactory Enhanced Disclosure and Barring Service (DBS) check.

Key Responsibilities

- Safeguard and promote the welfare of children and young people.

- Support and enable children and young people with a disability and/or complex needs to access play, social, recreational and leisure opportunities within the community, family home or group and youth club settings for an allocated period of time.
- Contribute to the implementation of care plans by providing a flexible service during the day, early mornings, evenings, weekends and school holidays.
- Meet the assessed needs of children and young people in accordance with the relevant service agreement and individual care plan. Support may include care within the family home, structured individual activities in the community and group activities that encourage development, independence and inclusion.
- Provide planned, fixed-time short breaks for parents and carers while safeguarding the emotional and physical wellbeing of the child or young person.
- Support parents and carers with appropriate practical childcare tasks, including personal care and family routines, in accordance with the child or young person's agreed care plan, to support safe and appropriate care within the family home.
- Organise and facilitate appropriate play, social, recreational and leisure activities within the family home, community or group setting which support the child or young person's development, independence and inclusion.
- Provide appropriate personal care, which may include washing, bathing, dressing, toileting and feeding, whilst promoting the child or young person's dignity, choice and independence.
- Use relevant specialist equipment in accordance with the child or young person's care plan, training and safe working procedures.
- Support children and young people with learning needs, autism or complex emotional and behavioural needs to participate safely in activities, develop independence and manage social situations.
- Transport or escort children and young people to outings, activities or appointments as directed.
- Participate in planned introductions to children, young people and families to establish professional relationships, understand individual needs and become familiar with the agreed support and activities.
- Work positively and in partnership with children, young people, parents, carers and relevant professionals in accordance with agreed plans.
- Participate in training and personal development appropriate to the post.
- Attend and participate in supervision, support groups and other meetings as arranged, including meetings to implement or review plans for children and young people.
- Maintain clear and accurate records of work undertaken and provide verbal and written reports in accordance with Together for Children policies and procedures.
- Report any unusual incident, accident, safeguarding concern or other issue of concern in accordance with Together for Children procedures.
- Contribute to the monitoring, review and evaluation of the service.
- Champion equity, diversity and inclusion in all aspects of the role and the communities supported.

Our Expectations
You must undertake this role in accordance with the requirements set out below:

- Comply with Together for Children's Code of Conduct, People policies and procedures, Health and Safety Policy and EDI Statement.
- Uphold all relevant professional policies, standards and legislative requirements
- Adhere to the Data Protection Act 2018 and GDPR principles in relation to the management and handling of personal and/or sensitive information and respect the privacy of personal information managed by Together for Children Sunderland.
- Comply with the Freedom of Information Act 2000.

This job description is a guide to the duties you will be expected to perform. It is not an exhaustive list, and you may be required to undertake other tasks and duties not listed that are reasonably commensurate with the job role and grade of the post.

Where a fundamental change to the job description is needed this will be discussed with the postholder prior to any changes being made

Date: October 2026

Person Specification – Family Care and Support Worker

The essential requirements for this post and how candidates will be assessed are set out below. Where 'application form' is the method of assessment, candidates should evidence that they meet these criteria, to be successful at the shortlisting stage.

Essential Requirements	Method of Assessment
Qualifications • A recognised Level 2 qualification in a relevant subject area, or willingness to achieve this following appointment.	Application Form
Experience of • Working with children and young people, through paid employment, voluntary work or other relevant experience. • Building positive relationships with children, young people and families. • Working with children with disabilities or additional needs. • Supporting children and young people to participate in play, leisure, recreational or community activities. • Working in partnership with parents, carers or families. • Maintaining clear and accurate records.	Application Form / Interview
Knowledge, Skills and Abilities • An understanding of child development and how individual needs can affect the support required. • An understanding of the needs of children and young people with disabilities, additional needs and/or complex needs. • Ability to build positive professional relationships with children, young people and their families. • Ability to communicate clearly and appropriately with children, young people, families and professionals. • Ability to work in partnership with parents and carers in accordance with an agreed care plan. • Ability to provide support in a warm, nurturing and non-	Interview

judgemental manner whilst maintaining appropriate professional boundaries. • Ability to use initiative and adapt support to the individual needs of the child or young person. • Ability to plan or support engaging and inclusive activities appropriate to children and young people with differing needs and abilities. • Ability to maintain clear, concise and accurate records. • Ability to respond appropriately to challenging situations and seek support or escalate concerns where required. • Understanding of the importance of safeguarding and promoting the welfare of children and young people.	
Other Requirements • Willingness and ability to work flexibly in accordance with service requirements, including early mornings, evenings, weekends and school holidays. • Ability to meet the transport requirements of the role. • Willingness to undertake training and development relevant to the post. • Commitment to safeguarding and promoting the welfare of children and young people. • Commitment to equality, diversity and inclusion. • Willingness and ability to undertake personal care duties and use specialist equipment following appropriate training where required by an individual care plan.	Application Form / Interview

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