



Job Description

Job Title: Sessional Worker	Grade/ Level: L	Post Number: S00005701
Directorate: Children, Families & Community Health	Job Family: FISS	Date Prepared: 07/02/19 Reviewed 24/7/21
Role reports to:		
Job Purpose: <p>The purpose of the Family Intervention Support Service (FISS) is to offer support to children, young people and families at the earliest opportunity. The service aims to work with children and families who have been assessed as requiring additional support right through to those who are assessed as being at risk and would benefit from an intensive and extensive support programme in order to prevent family breakdown and/or escalation to statutory social care services.</p> <p>The team provide one to one work, whole family work, as well as delivering a range of evidence based parenting programmes.</p> <p>The Team also support families who meet the Troubled Families criteria and this post will provide support and interventions to enable those families to meet the outcomes detailed in their individual/family plan.</p> <p>The post holder will be required to work with children and their families, providing a range of individual and family work packages, individually tailored to suit the needs of the family. You will also be involved in assessment and planning.</p> <p>The post holder will be required to support the Senior Family Group Conference Co-ordinator in supporting children involved in the Family Group Conference process, to provide advocacy.</p> <p>The post holder will be required to support the work of The Early Help Hub</p> <p>The post holder will be required to support the work of the Parenting Hub, including supporting parenting programmes, and crèche facilities.</p> <p>The complexity and nature of the role and responsibilities will develop as the post holder becomes more experienced, and will have the opportunity to work across the different elements of the FISS service.</p> <p>Our work involves close liaison and joint work with other service providers as part of an integrated service for children and their families</p> <p>This post is not fixed hours or full time, work will be offered on a sessional basis as and when required to meet the needs of the business.</p>		
Key Accountabilities:		

- To work with children, young people and families to provide practical, personal and emotional support, to meet their needs and to have a positive impact on their lives. This will involve using a range of evidence based interventions including: parenting support and programs, restorative practice, positive activities, family mediation, whole family approach and practical and financial advice and support.
- To be an advocate for children and young people attending Family Group Conferences, either speaking on behalf of or supporting the child/young person to speak at conference.
- To be an enthusiastic and motivated Sessional Worker who works as part of a team.
- To support the Family Service in planning and identifying improvement.
- To provide support to enable the child/young person to fully access and participate in the activities of their choice.
- To provide structured play opportunities, and crèche facilities.
- To ensure that children, young people and their families are treated with equal respect; valuing difference and diversity.
- To follow the guidelines in the delivery of services
- To be responsible to the Supervisor for Volunteers & Sessional Workers
- To assist the Supervisor for Volunteers & Sessional Workers and other workers with administration tasks e.g. registration forms, time sheets, consent forms etc.
- To attend any relevant training requirement.
- Any other duties as may reasonably be required by the Supervisor for Volunteers & Sessional Workers

Supplementary Accountabilities:

None

Job Scope: Number and type of jobs managed:
Typical tasks supervised/allocated to others:
N/A

Job Scope:

Budget:

Assets:

Knowledge and Experience:

- Basic education to GCSE standard or equivalent or compensatory experience.
- Thorough knowledge and understanding of safeguarding
- An understanding of the physical, emotional and social needs of children/young people and their development
- Experience of direct work with vulnerable children, young people and their families
- An understanding of the impact of poverty, oppression and discrimination on families
- An understanding and knowledge of relevant legislation, guidance, policy, procedures and a working knowledge of good child care practice.
- Ability to communicate effectively with children, young people, parents and carers.
- An understanding of the issues that families, children and young people experience
- A willingness to undertake training, as identified.

Decision Making:

- Ensure that any identified personal training needs are discussed with your line manager.

- Work within the prescribed role and within written agreements
- Analyse information and make decisions sometimes in unexpected situations and/or in consultation with the named referrer or the Supervisor for Volunteers & Sessional Workers
- If you have concerns about a child's welfare inform the Supervisor for Volunteers & Sessional Workers or the Emergency Duty out of hour's service immediately.

Contacts and Relationships:

- Report to the Supervisor for Volunteers & Sessional Workers as directed, keeping them informed.
- Provide written reports of the work undertaken, as requested, by the Supervisor for Volunteers & Sessional Workers.
- Communicate with families of children and young people.
- Communicate with voluntary and independent agencies, including health, education and police
- Internal colleagues and peers across all disciplines

Creativity and Innovation:

- To encourage and accompany children and young people to participate in appropriate activities.
- Flexible and creative identification of solutions to support children, young people and families
- Imaginative use of integrated services and local resources to inform and enable children, young people and families/carers to resolve difficult family situations and to come up with new solutions
- Assist in developing new approaches to improve the service

Values and Behaviours

We strive to underpin our culture of being 'At our Best' through strong management and authentic leadership. This means getting the management basics right. We own and demonstrate accountability, both individually and collectively, and aim to get things right first time. Building on this we also expect everyone at SBC to demonstrate and live our organisational values and behaviours, by displaying:

- Accountability at all levels
- Customer care and pride in what we do
- Continuous learning and evaluation
- Valuing one another and the contribution each of us makes

Job Specific Competencies:

- Ability to follow instructions
- Good communication skills, both oral and written
- Initiative
- Person centered approach
- Time management
- Ability to work as an individual and as part of a team/group
- Problem solving
- To attend meetings, including training sessions.
- Agreement to work outside office hours, at weekends and during school holidays.
- Full driving license or equivalent mobility

The post is Exempt from the Rehabilitation of Offenders Act 1974 and subject to an enhanced CRB

Disclosure and/or ISA Registration.

Safeguarding – Children and Vulnerable Adults

This organisation is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment.

Staff must work in accordance with the South West Child protection procedures and Child Protection/Safeguarding Policy and understand their role within that Policy.

Employee Signature:

Print Name:

Date

Line Manager's Signature

Print Name:

Date: