

<b>Job Title:</b> Family Support Practitioner	<b>Role Profile Number:</b> PCDN83
<b>Grade:</b> N	<b>Date Prepared:</b> 30/3/2021
<b>Directorate/Group:</b> Children, Families and Community Health	<b>Reporting to:</b> Assistant Team Manager
<b>Structure Chart attached:</b>	Yes

## Job Purpose

You will be working with children in care, their foster carers and their birth family to support children to achieve good outcomes, maintain placement stability and support their contact with birth family. You will be the lead for Life Story Work within your pod and will be responsible for chairing Life Story Work Planning Meetings for children within your pod and for carrying out some of the life story work.

You will be required to chair and participate in meetings, work directly with children including doing life story work, provide transport for children, work directly with birth parents, and provide support to foster carers.

You will have a high level of knowledge and understanding of child development alongside high levels of understanding of safeguarding and working with children who are looked after. You will also demonstrate initiative, resilience, skills in risk management, and the ability to manage your time well.

This role will involve UK-wide travel, working alongside others, working alone, and working with children and foster carers in their own homes.

## Key Accountabilities

- To provide appropriate support to address identified needs for children, working alongside their allocated social worker.
- To chair life story work planning meetings and complete life story work for children in care.
- To hold a caseload of children who you are completing life story work for.
- To complete Return Home Interviews for children who have been missing from care.
- To role model high professional standards and have excellent overall knowledge of relevant legislation, regulation and practice methods.
- To display excellent behaviours and provide advice, guidance and support to help develop professional skills, knowledge and experience across the team.
- To contribute towards developing policies and procedures for the service area.
- To work with children, young people and foster carers 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..

- To work in partnership with a range of professionals across Children, Families and Community Health and other agencies to meet the needs of children and their carers.
- To maintain accurate, concise and up to date records as required under the department's guidance and regulations.
- Share information and contribute to statutory assessments as required working within the legal framework for Children Looked After.
- To undertake duties during flexible working hours that meet the needs of children and carers such as evenings and weekends within the post holder's normal working/contractual hours
- Contribute to a professional service that safeguards and promotes the welfare of children looked after within their local and wider communities.
- Work closely with the Assistant Team Managers and Team Manager in developing new and innovative ways of working to improve outcomes and work with children, young people, carers, parents and communities to support their input into the design, delivery and evaluation of services.
- Participate in appraisals and supervision as well as seeking to develop skills and knowledge.
- To undertake any other duties and responsibilities within the range of the salary grade.

### **Supplementary Accountabilities**

- To undertake appropriate training as required.

### **Knowledge & Experience**

- General working knowledge of relevant legislation, guidance, policy, procedures and working knowledge of child development.
- Direct experience of working with children who are looked after.
- Thorough knowledge and understanding of safeguarding practice, policy and procedures.
- Knowledge of assessment and planning for children and families.
- Thorough awareness and understanding of working within national and local performance management frameworks.
- IT literate with experience in using client databases, and working knowledge of relevant IT software packages.
- A range of experience and thorough understanding of anti-discriminatory practice.
- Full Driver's Licence with car or equivalent mobility.
- Proven experience of using a variety of approaches to encourage initial and sustained engagement by families including assertive outreach, persistence, motivation and empowerment.
- Experience of working with issues of conflict and confrontation and an ability to diffuse difficult situations.
- Understanding of the complex and changing nature of relationships.
- Knowledge and ability to work within a local community of diversity and diverse needs.
- Ability to prioritise your work and meet deadlines.
- Ability to hold and manage a caseload. Prioritise and manage workload using a wide range of strategies.
- Ability to build effective relationships with children, young people and families in the community to

ensure that all health, educational, emotional, physical and social needs are met.

- Demonstrate and deploy well developed communication skills, to influence co-operation and collaboration from colleagues in other agencies, in making best use of resources to meet the needs of users and carers.
- Ability to work autonomously and as part of a team.
- Ability to chair, attend and contribute to relevant meetings.
- Ability in both written and verbal communications.
- A genuine desire to work closely with and support families in crisis and helping to overcome difficulties.

### **Qualifications**

- Recognised qualification in a relevant field i.e. family work, social care, housing, youth and community (qualified grade) or an ability to demonstrate recent, relevant and substantial experience (unqualified).

### **Decision Making**

- The post holder will report for supervision to their Assistant Team Manager, and through supervision will receive guidance on decisions relating to their work.
- Management of own time and prioritisation of own workload tasks within the support of the supervision framework.
- The post holder must always respect the rights of children, and young people and enable them to be fully involved in the decision making process.
- Identify where children are believed to be at risk and report this to the allocated social worker, Assistant Team Manager or Team Manager.
- Able to make effective decisions regarding the safeguarding of vulnerable adults, in a safe and timely way by adhering to the policy and guidance.
- The role requires the ability to problem solve, and make decisions in situations, which are often complex, unstable, and/or at times of crisis. This requires the careful balancing of risk, and at the same time recognising the importance of not taking control over a person's life, applying the principles of personalisation.

### **Creativity and Innovation**

- To be able to work flexibly to meet the needs of children, young people and families.
- Creative engagement in a person centred manner to enable problem solving and Support Planning to promote the independence of service users and Carers and maximise the outcomes achieved from appropriate resources.
- Working in partnership with other agencies to support the individual needs of the child.
- Report writing, communicating / interacting effectively and responsively with Service Users and Carers in a manner appropriate to their communication needs.
- Flexibility of approach to other groups/organisations.



