



Role Profile

Job Title: New Beginnings Worker	Role Profile Number: SBC_10014
Grade: 7 Salary:	Date Prepared: June 2023
Directorate/Group: Children, Families & Community Health	Reporting to: FGC and New Beginnings Manager
Structure Chart attached:	No

Job Purpose

The New Beginnings Programme is an innovative Programme, which will provide support to a couple/mother who have already lost a child through Care Proceedings. The Programme will support a mother/couple to either prevent an unplanned pregnancy or will support a mother/couple to provide effective parenting for a second or subsequent child. The post holder will support adults and not their children.

The aim of the Programme is to work with women/couples to provide them with the advice, support, education and practical intervention they might require to have an opportunity to care for their subsequent children, following the removal of previous children.

The role of the New Beginnings Worker in this Programme is pivotal to the women/couple's success, the post holder will act as a single point of contact between the woman/couple and other agencies, ensuring that the agreed individually tailored plan is implemented. The post holder will chair and facilitate 'Team Around the Adult' meetings to monitor and support progress of the individual plan.

The post holder will offer practical and emotional support to women/couples; empowering them to access and utilise the support on offer. This will require a degree of tenacity and determination in some cases.

You may also be required to provide an assessment of the progress a women/couple has made and could be involved in the delivery of bespoke group work programmes for women/couples.

Our work involves close liaison and joint work with other service providers as part of an integrated team for children and their families

Key Accountabilities

- To develop supportive, open and honest relationships with woman/couples who have had a child removed from their care by the court.
- To provide appropriate support to empower women/couples to make the changes to address the reasons why previous children have been removed, in order that they might be able to safely parent a child in the future.
- To liaise with other agencies and hold them accountable to offer support to women/couples. This will require tenacity to ensure women/couples are getting the support they need and to work independently in achieving this outcome.
- To produce multi-agency plans. These should effectively address the deficits in parenting and unmet needs of parents, by providing the correct targeted support needed.
- To chair and facilitate regular Team Around the Adult review meetings, to monitor the success of the plan, ensuring all agencies are providing the required interventions, and that women/couples are making the necessary progress.
- If at the Team Around the Adult review women/couples are not making the agreed progress, the post holder should attempt to determine the reasons for this and amend the plan to address these reasons.
- To provide practical support to women/couples when required, enabling them to attend appointments are kept and that there are no practical barriers preventing women/couples accessing the support package offered.
- To promote the wellbeing of women/couples throughout the process, and ensure their need for additional support is prioritised by the team working with them.
- To ensure safeguarding concerns are appropriately referred to Adult or Children Social Care when/if identified.
- To deliver and/or contribute to a range of group work programmes.
- 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 child protection and safeguarding and for vulnerable adults.
- To undertake duties during flexible working hours that meet the needs of women/couples such as evenings and weekends within the post holder's normal working/contractual hours, bearing in mind that women/couple's lives may be chaotic and often require working out of hours.

- To undertake any other duties and responsibilities within the range of the salary grade.

Supplementary Accountabilities

- To advocate on behalf of women/couples who have had a child removed from their care

Knowledge & Experience

Candidates must have substantial knowledge and experience in the following areas of business and will be required to provide evidence of this:

- A working knowledge and understanding of how trauma and abuse can affect an adult's ability to safely and effectively parent a child
- General working knowledge of relevant legislation, guidance, policy, procedures and working knowledge of good child development and care practice.
- General knowledge and relevant experience of direct working with adults.
- Thorough knowledge and understanding of safeguarding both children and adults.
- Experience of assessment and planning
- Experience of close multiagency partnership working
- Proven experience of using a variety of approaches to encourage initial and sustained engagement of adults, who are difficult to engage 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.
- Computer literate and working knowledge of relevant IT software packages
- Ability to prioritise your work and meet deadlines
- Ability to work autonomously and as part of a team.
- Ability to attend and contribute to relevant meetings to ensure the best possible outcomes.
- Ability in both written and verbal communications.
- A genuine desire to work closely with adults to empower them to make changes to ensure they do not have further children removed from their care.

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 a Family Practice Co-Ordinator, and through supervision will receive guidance on decisions relating to their work.
- The post holder must always respect the 'rights' of adults to be fully involved in the decision-making process.
- Decisions about child and adult protection and safeguarding matters.

Creativity and Innovation

- To be able to work flexibly and creatively to meet the needs of mothers/couple
- To be able to identify effective methods of engaging mothers/couples who may prove very difficult to work with
- Tenacity – an ability to not give up, even when the mother/couple disengage or are hostile.

<u>Job Scope</u>		
Number and types of jobs managed NIL	Budget Holder Responsibility	No
Typical tasks supervised/allocated to others None	Asset Responsibility:	No

Contacts and Relationships

(how the role relates to the work of others i.e. officers, groups, committees, general public, members, partner organisations, internal and external contacts of the council)

- Team members; wider Children’s Social Care teams
- Colleagues from across the authority
- Schools, voluntary and other outside organisations
- Team members: Adult Social Care teams

Clarity of Intention

- Clear and effective communicator
- Is purposeful and makes decisions
- Ensure women/couples understand exactly what is expected of them, and what is required of them to change

Other Key Features of the role

(working environment / emotional / conditions i.e. regular outside work, unpleasant or hazardous conditions, practical demands such as standing, carrying or working in constrained positions, potential verbal abuse and aggression from people, or risk of injury). N/a