



SWINDON
BOROUGH COUNCIL

Role Profile

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| Job Title: Senior Family Practitioner | Role Profile Number: SBC_11912 |
| Grade: Health, Care & Wellbeing Level 7 Salary: | Date Prepared: July 2023 |
| Directorate/Group: Children, Families and Community Health | Reporting to: Family Co-Ordinator |
| Structure Chart attached: | No |

Job Purpose

This is a generic role profile for all Senior Family Practitioners working in Children, Families and Community Health. This includes roles in Early Help (Contact Swindon and the Localities), Edge of Care, Family Safeguarding Teams, Assessment Child Protection Teams, Children in Care Teams and Positive Futures Teams.

As a Senior Family Practitioner, the post-holder will be required to work directly with children and their families, providing a range of individual and family work packages, individually tailored to suit the needs of the family. The post-holder will be required to work with families experiencing a range of complex issues. They will be involved in assessing a child's needs and formulating a plan to ensure those identified needs are met.

As a Senior Practitioner, the post-holder will be a borough-wide champion for an area of need. They will develop an expertise in this area and ensure that contemporary research and academic papers on the matter are shared and understood by the wider service.

As a Senior Family Practitioner, the post-holder will contribute to the mentoring, coaching and development of staff, which will include leading Group Supervision sessions.

Key Accountabilities

- To have an in depth understanding of Swindon's Threshold Guidance to be able to provide advice and guidance to partner agencies who are navigating the Early Help Assessment and Planning process.
- To be competent and confident in completing Early Help Assessments and formulating plans with children, their families and partner agencies.
- To hold the lead professional role with individual children and/or their families who are experiencing a complexity of issues and require an intensive service at level three and above.

- To provide a focused intervention and a support plan for children and their families who are experiencing a complexity of issues, that is informed by an Early Help Assessment or Statutory Assessment. It is anticipated with interventions will be focused for a period of 12 weeks.
- To work with children, young people and their families who are experiencing a complexity of issues; to provide practical, personal and emotional support to meet their identified needs with the overall aim being to have a sustainable positive impact on their lives. All interventions will seek to reduce the need for children to require managed transfers from local schools, experience school exclusions, prevent their needs escalating so that they require involvement from Statutory Children's Services, to come into care or a CAMHS intervention.
- To ensure that all interventions with children and their families are planned, informed by an assessment of need and will involve using a range of evidence-based interventions including: parenting support and programmes, restorative practice, positive activities, family mediation, whole family approach, motivational interviewing and practical and financial advice and support.
- To encourage and support parents through formal parenting programmes and individual support in contributing to their children's development and improving their outcomes. To work actively with parents/carers and other family members in encouraging positive parenting and in promoting positive family life within the local community.
- To work with children and their families in a respectful manner that considers their cultural differences and diversity. To work with families to address issues of discrimination and inequalities.
- To creatively use activities, tools and skills to empower families to articulate their aspirations, develop plans for their lives and make these plans real; identify strengths and also issues and vulnerabilities that they want to work on; and build new capabilities.
- To lead in the delivery of a range of group work programmes, which includes the delivery of evidence-based intervention including parenting programmes.
- To contribute to a professional service that safeguards and promotes the welfare of vulnerable children, young people and families within their local and wider communities.
- To prepare for individual and group supervision, where you remain open to considering your own practice standards, values and the best way to work with a family.
- To support in the delivery of Group Supervision and Action Learning Sets or the Locality (Family Practitioners and Partner Agencies).
- To role model high professional standards and have excellent knowledge of relevant legislation, regulation, guidance, policies and practice methods.
- To display excellent behaviours and provide advice, guidance consultation and support to help develop professional skills, knowledge and experience across the locality.
- To be a borough-wide champion for an area of need, developing an expertise in this area where contemporary research and academic papers on the matter are shared and understood by the wider service
- To undertake duties on a flexible basis in order to meet the needs of children and families. This includes working evenings and weekends (between 6am and 10pm Monday – Sunday) and in some teams will involve being part of a rota system to ensure that children and their families have access to a service when they most need it.
- To undertake any other duties and responsibilities within the range of the salary grade.
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Supplementary Accountabilities:

- 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.
- The role will be working directly with parents of early years, school age, and young adults in order to bring about positive change for children and families.
- The role will be working directly with early years, school age and young people as required.

Knowledge & Experience

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

- Working knowledge of relevant legislation, guidance, policy, procedures and working knowledge of positive parenting and good child development and care practice.
- Thorough knowledge and understanding of safeguarding
- In-depth experience and understanding of assessment and planning for children and families
- Experience of working with parents delivering evidence-based interventions on a one to one basis or in groups.
- Proven experience of using a variety of approaches to encourage initial and sustained engagement by parents 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 including case management system
- Ability to prioritise your work and meet deadlines
- Ability to build effective relationships with parents and their families in the community to ensure that all health, educational, emotional, physical and social needs are met
- Ability to attend and contribute to relevant meetings to ensure the best possible outcomes.
- Ability in both written and verbal communications.

Qualifications:

| Essential | Desirable |
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| An ability to demonstrate recent, relevant and substantial experience of working with children and their families. | A recognised qualification in a relevant field i.e. family work, social care, housing, youth and community, education |
| | Qualification/Accreditation in evidence-based parenting programmes i.e. Family Links, RESPECT, RYPP or similar |
| Willingness to undertake training in evidence-based parenting programmes. | |
| Willingness to undertake training in working directly with children and their families i.e. Motivational Interviewing, Brief Solution Focused Working, Family Links, etc. | |

Decision Making

- Senior Family Practitioners will receive individual monthly supervision from a Co-Ordinator or Assistant Team Manager, where they will receive guidance on decisions relating to their work.
- Group Supervision will also be provided to consider complex matters and issues children and their families are experiencing – this will also be led by the Senior Family Practitioner.
- The Assistant Team Manager and Co-Ordinators will be available to provide information, advice and guidance outside of planned supervision sessions.
- The Assistant Team Manager and Co-Ordinators will be available to provide immediate advice and guidance on child protection or safeguarding matters.
- It is expected that Senior Family Practitioners will always respect the ‘rights’ of parents, children, young people and families to be fully involved in the decision-making process (if this is to be overridden for safeguarding and child protection matters the Assistant Team Manager or Co-Ordinators will provide guidance).

Creativity and Innovation

- To be able to work flexibly to meet the needs of children and their families.
- To be able to identify effective methods of engaging parents/carers and families.
- Working in partnership with other agencies to support the individual needs of children and their families in order to make a positive impact on children, young people and their family

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| <u>Job Scope</u> | Budget Holder Responsibility | No |
| Number and types of jobs managed <ul style="list-style-type: none">• None | | . |
| Typical tasks supervised/allocated to others <ul style="list-style-type: none">• None | Asset Responsibility: | Lap-top, Phone, Direct Work Resources, Use of Buildings. |

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 services teams
- Parents/Families
- Colleagues from across the authority including partners
- Schools, voluntary and other outside organisations
- Wide range of groups and organisations from which to canvass support for volunteers

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).

- Senior Family Practitioners will at times be working with parents who are in crisis, distressed, emotional, and challenging therefore you will require a level of resilience to manage this. Supervision and support will be available to assist you in this.
- Senior Family Practitioners will be supporting Family Practitioners who at times are working with parents who are in crisis, distressed, emotional, and challenging. In this role, they will need to provide support that could be in the form of a joint visit/meeting where they role model how to deal effectively with challenging situations. Supervision and support will be available to assist you in this.
- Ability to travel to a range of sites, and family homes as required.
- In accordance with the provisions of the Health & Safety at Work Act (1974) and subsequent enactments, take responsible care for the health and safety of him/herself and of other persons who may be affected by his/her acts or omissions at work.
- Co-operate with the Council so far as is necessary to enable the Council to perform and comply with its duties under any statutory health and safety provisions.