



SWINDON
BOROUGH COUNCIL

Role Profile

Job Title: Parenting Practitioner	Role Profile Number: PCDN54
Grade: M	Date Prepared: October 2019 Reviewed May 20
Directorate/Group: Children, Families and Community Health	Reporting to: Parenting Hub –Co-ordinator
Structure Chart attached:	

Job Purpose

Swindon Parenting Hub

Our aims are to work with parents/carers and their families who have been assessed as being at risk and to provide an intensive and extensive support programme in order to prevent family breakdown and/or escalation to statutory social care services.

As a team member of the 'Parenting Hub' you will support the delivery of evidence based group work and one to one parenting skills support programmes, seeking the voice of parents in order to assess the quality of impact of programmes and to inform future development.

This role will contribute to parenting practitioner training, support and development.

The team also support parents of families who meet the Troubled Families criteria and this post will provide support and interventions to enable those parents to meet the outcomes detailed in their individual/family plan.

The post holder will be required to work with parents/carers and their families, providing a range of evidence based individual one to one and group work packages, individually tailored to meet the assessed needs of parents in order that they can fully support their family needs. You will also be involved in assessment and planning.

The complexity and nature of the role and responsibilities will develop as the post holder becomes more experienced.

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

Key Accountabilities

- To deliver evidence based parenting programs in groups and on a one to one basis as required.

- To provide appropriate support to parents, to enable them to address plans for children and families outlined in the Early Help Record and Plan or Statutory Assessment, working with assigned lead professionals as appropriate.
- Where appropriate and assigned by the Parenting Hub Co-Ordinator, to take the lead role on delivering specific aspects of parenting support with individual parents.
- To work with parents to provide practical, personal and emotional support, to meet their needs, to develop their parenting skills and resilience in order to have a positive impact on their lives and the lived experience of their children. This will involve using a range of evidence based interventions including: parenting support and programmes, restorative practice, positive activities, family mediation, as well as practical and financial advice and support as required.
- To encourage and support parents in contributing to their children's development and improving their outcomes. This may be achieved through formal parenting programmes as well as individual support. This requires a respect for family cultural differences and diversity.
- To work actively with parents/carers and other family members in encouraging positive parenting and in promoting positive family life within the local community.
- 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 assist with the development and support of an evidence based menu of parenting support initiatives within the hub and across other agencies, promoting best practice.
- To consult and involve children, young people and families as appropriate, in all assessments, support, care plans and service development
- 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 families whilst focussing on parenting development.
- 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 for children and vulnerable adults.
- To undertake duties during flexible working hours that meet the needs of parents and their families 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 vulnerable children, young people and families within their local and wider communities.
- To contribute to quality assurance processes by engaging in audits of case work, one to one and group work evaluations which measure experience and impact.
- Work closely with the FISS Manager and Co-Ordinators in developing new and innovative ways of working to improve outcomes with parents, children, young people, and communities which support their input into the design, delivery and evaluation of services.
- To undertake any other duties and responsibilities within the range of the salary grade.

Supplementary Accountabilities

- To advocate on behalf of Parents and their families
- To contribute to the development of mentors and volunteers

Knowledge & Experience

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

- General 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
- Knowledge 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
- 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 work autonomously and as part of a team.
- Ability to handle complex and challenging situations.
- 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 and support parents in crisis/difficulties
- An ability to provide a regular and consistent service to meet the needs of parents

Qualifications

- Recognised qualification in a relevant field i.e. parenting support, family work, social care, housing, youth and community (qualified grade) or an ability to demonstrate recent, relevant and substantial experience (unqualified).
- Qualification/Accreditation in evidence based parenting programs.
- Willingness to undertake further training in evidence based parenting programmes.

Decision Making

- The post holder will receive monthly supervision from within the parenting hub and through supervision will receive guidance on decisions relating to their work. The post

holder must always respect the ‘rights’ of parents, children, young people and families to be fully involved in the decision making process.

- Decisions about child protection and safeguarding matters.

Creativity and Innovation

- To be able to work flexibly to meet the needs of parents and their families.
- To be able to identify effective methods of engaging parents/carers and families.
- Prioritise and manage workload using a wide range of strategies.
- Working in partnership with other agencies to support the individual needs of parents/carers in order to make a positive impact on children, young people and their family
- To support the development of a range of information on programmes of support available to parents and professionals that is attractive and accessible.

Job Scope Nil Number and types of jobs managed: None	Budget Holder Responsibility Asset Responsibility:	No Laptop, Phone. Resources
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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.
- 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

Values and Behaviours

We strive to underpin our culture through strong management and authentic leadership, this means getting the management basics right, and ensuring what we commit to individually and collectively, we own and demonstrate accountability aiming to get things right first time. Building on this we also expect everyone at SBC to demonstrate and live our organisational values and behaviours, this means in our work we are:

Connected: We put Swindon and its people at the heart of everything we do. We display a communication and behaviour style that promotes a positive Council identity in connecting with residents, customers, colleagues and other stakeholders ensuring a partnership approach to delivering our vision. Always asking, “is what I am doing in the best interests of Swindon and its people,”?

Resilient: We are forward thinking and work smart. We seek to identify where things can be improved, ensuring this learning is embedded, evaluated and built upon through a strong approach to continuous organisational development.

Brave: We respect and work together with our colleagues and customers to achieve success. We act in an emotionally intelligent way, setting positive examples around accountability, risk and governance. This will be delivered through developing ourselves and our teams to achieve the highest possible levels of productivity and performance.

Other Key Features of the role

- The post holder may 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.
- 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.

Employee Signature:	Print Name:
Date:	
Line Managers Signature:	Print Name::
Date:	