

## JOB FAMILIES ~

### JOB TITLE: ~Children's Family Worker

#### Level descriptor – Level 5 (JG5)

**Role purpose:**

Plan, provide and observe supervised family time sessions for children/young people who are in the care of the local authority or whose care is supported by the local authority, with their parents wider family members and/or significant persons, using specialist skills and knowledge gained through formal qualifications and/or considerable relevant work experience. Provide support to parents and/or wider family members.

**Typical activities**

Plan and provide safe child-centred family time sessions for children and young people with their parents, wider family members, friends etc. within the guidelines of their individual care plan and/or court order

Provide accurate, high quality and concise recordings of observed family time sessions for social care colleagues to inform court proceedings and/or assessments

Provide practical parenting support and/or guidance to parents and/or wider family members as requested by social care colleagues to inform court proceedings and/or assessments and where appropriate motivate and support change

Under the direction of the Senior Children's Family Coordinator support social care colleagues' to complete specific tasks which may include direct work with parents/family members, liaising with family support worker etc.

Establish professional and effective relationships with colleagues and family time attendees

Attend and/or contribute to regular reviews of family time arrangements in partnership with social care colleagues

Communicate with social care colleague, multi-agency partners and service users, both verbally and in writing through accurate case notes, feedback forms and other record keeping formats within guidelines of information sharing protocols and record keeping policies

**Knowledge, skills & experience**

Level 2 or 3 vocational qualification or equivalent work experience in a social care setting relevant to the service user group giving a thorough understanding of the processes and practices required to deliver the service

Understanding of the legislative framework for Children Looked After, Child Protection, Child in Need and children with complex needs within which all children's services are provided

Working knowledge of child development

Experience of working to identify, encourage and develop positive improvements in parenting through observation and feedback

Experience of working with individuals who are affected by disabilities, substance misuse/addictions, mental health concerns, domestic abuse etc.

Knowledge and understanding of safeguarding protocols and the threshold levels for service users groups

ICT literate with working knowledge of Microsoft Office package

Excellent verbal and written communication skills

Ability to manage own work without close supervision

<p>Contribute to developments in services and implement changes to improve service delivery</p> <p>Safely transport children/young people aged 0-18 years to and from venues/settings</p> <p>Assist Children's Family Coordinators to organise family time sessions when service cover or workload requires it including making venue bookings and liaising with families and service users</p>	<p>Understanding and recognition of professional &amp; personal boundaries</p>
<p><b>Performance measures</b></p>	<p><b>Competencies</b></p>
<p>Quantifiable objectives ~ e.g.</p> <ul style="list-style-type: none"> <li>• Case note completion within specified time frames.</li> <li>• Completed Children's Family Time Sessions</li> <li>• quality of records, lesson observations etc</li> </ul> <p>Feedback from service users, colleagues and partner agencies</p> <p>Line manager assessment</p>	<p><u>Team Working</u> ~ cooperation and flexibility, follows principles of integrated working, actively shares information and best practice</p> <p><u>Service user/ outcome focused</u> ~ achievement of results/targets through appropriate evidenced based interventions/activities, personalised care plans etc</p> <p><u>Problem solving &amp; judgement</u> ~ makes links between identified potential issues and possible solutions, seeks advice from others</p> <p><u>Planning &amp; Organising</u> ~ Prioritises work, organising work for self to meet agreed deadlines</p> <p><u>Business Awareness</u> ~ Demonstrates an understanding of what it takes to be successful within own work area and the contribution of the role to the area of work</p>

### Equality and Diversity

We expect all employees to act professionally and to treat colleagues and the public with dignity and respect. This means setting a strong personal example of good equality and diversity practice at all times and ensuring they are sensitive to the needs and views of others and reflect this in the way they behave. Managers have additional responsibilities of managing others effectively by recognising and valuing each team member as an individual and always challenging inappropriate language and behaviour.

### Health and Safety

We all have a responsibility to work within health and safety legislation, associated codes of practice, North Somerset Council's policies and procedures and our local safe systems of work and emergency arrangements.

**Continuous Development**

Our jobs and the way we do things evolve over time and we need to keep abreast of new technologies, legislation and methodologies for our own subject areas. We are responsible for reviewing and developing our own professional practice.