

Job Description

Title: Family Support Worker	Department Children and Families Service	Post Ref Add Ref Grade 4
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Job Purpose:

To ensure that families with preschool children at risk of poor outcomes receive appropriate early help services within the home and community.

To deliver a range of evidence-based parenting programmes and family support services within the Children's Centre Service to improve social, educational, and emotional health and wellbeing outcomes of children and families.

Key Responsibilities

1. To support parents/carers in developing their parenting skills and in implementing routines appropriate for their child's stage of development.
2. Undertake one-to-one work with parents/carers to meet identified needs and deliver evidence-based programmes, within dedicated buildings, communities and family homes.
3. To deliver and evaluate evidence-based parenting programmes to families from the Children's Centre Service Menu of Interventions.
4. To carry out regular family assessments with parents and children to better understand their needs, ensure effective support and interventions are in place and to assess progress.
5. To support parents/carers in implementing appropriate behaviour management strategies, sleep routines, and parenting techniques.
6. To co-facilitate interventions with key partners including Children's Social Care, Women's Aid, Speech and Language services, Healthy Family Teams and the Family Service.
7. Work with families individually or in the community, to support and encourage them to identify their own need for services.
8. Contribute to multi-agency assessments and planning, which may include taking the lead professional role; leading on pieces of work that may be identified by a multi-agency planning group, and report back to that group

Key Accountabilities

13. To deliver services within the Service's scheme of delegation for safeguarding children and Nottinghamshire's Safeguarding Children Partnership policies.
14. To ensure that personal practice is in line with service guidance.
15. To actively contribute to the professional development of yourself and others.
16. To participate fully in supervision, appraisals (EPDR), and practice observations, as part of personal development and support.
17. To maintain a current knowledge and awareness of legislation, policy, procedure and practice in the post holder's field of work.
18. To participate in Acting Early meetings, Team around the Child meetings, case conferences, reviews, planning meetings and other fora as required and appropriate.
19. To produce short reports and case studies to better understand the needs and experiences of families and evidence progress to improve a range of outcomes.
20. To maintain confidentiality and have due regard to the policies and procedures, including policies relating to Equality, inclusion and diversity, Data protection, Information Sharing, Safeguarding and Health and Safety including following procedures for lone working.

<p>on progress.</p> <p>9. Maximise the involvement and participation of parents/carers in the evaluation of interventions and programmes.</p> <p>10. Establish and maintain appropriate professional boundaries with children and families/carers.</p> <p>11. Maintain record keeping and monitoring systems as directed by the Family Intervention Lead and contribute to reports as required.</p> <p>12. To utilise measurement tools to capture the impact of interventions on outcomes for the child and family.</p>	<p>21. Undertake any necessary administrative duties.</p>
<p>Other Duties; - Any other tasks which might reasonably fall within the remit of the post, although not specifically described in this job description</p>	

Person Specification**Education and Knowledge**

1. NVQ Level 3 qualification in a relevant subject
2. Knowledge of evidence-based practice and interventions.
3. To hold 5 GCSEs at level A*-C (including English) or equivalent and proven ability within a previous work setting
4. Evidence of continuous professional development.
5. Full driving licence (unless registered disabled).

Experience

6. A minimum of two years experience of working with children and their families.
7. Experience of managing challenging situations.
8. Experience of facilitating parenting programmes and/or educational interventions for parents and their children.

Personal skills and general competencies

9. A high level of personal drive and commitment to excellent customer care.
10. Takes an active role in managing risk, health and safety and safeguarding issues, including own safety, particularly when working in the community.
11. Strong interpersonal skills with a range of people including children, and parents/carers, colleagues and other agencies.
12. Ability to make decisions and solve problems to meet operational targets.
13. Ability to meet agreed objectives and delivery targets by the effective use of resources.
14. Information technology skills including use of databases and word processing.
15. Ability to work as part of a team
16. Ensures the County Council's policies for fairness and respect are delivered including setting high personal standards.

Role Dimensions

1. Managing an allocated workload on a day-to-day basis and delivering services in line with practice guidance
2. To work unsocial hours, including evenings and weekends, in line with service needs.
3. To work in a variety of settings including dedicated Children's Centre properties, community venues and family residences.
4. To report to the Children's Centre Child and Family Interventions Lead.