

Job description

Bank Staff - Sessional Senior Family Support Practitioners

<u>Location:</u>	Swaffham, Gorleston and Sheringham (to work in Breckland, North Norfolk or Great Yarmouth)
<u>Hours:</u>	Sessional
<u>Salary:</u>	£13.19 per hour
<u>Service:</u>	Family Action 'Alternatives to Care' – Breckland, North Norfolk and Great Yarmouth
<u>Reports to:</u>	Family Action Swaffham, Project Manager

Function of the role:

Family Action are one of Norfolk County Council's preferred providers for 'Alternatives to Care' commissioning. NCC will commission 'bespoke' interventions for families, with the aim of supporting children to remain with their parents if there have been concerns about their safety, or to facilitate reunification if children have had to spend short periods of time in care. Our aim is to recruit a number of workers with a range of backgrounds and skills from across Breckland, North Norfolk and Great Yarmouth, so that we are able to respond to commissioning requests from NCC, often with very short notice.

Principal Accountabilities:

You will be responsible for working directly, and often intensively, with children and families.

We need people with a range of backgrounds, skills and experience who are able to offer a range of interventions. The work may involve anything from visiting daily to support parents with practical tasks or completing community based assessments of parenting capacity. You may be attending related professionals meetings and planning and review meetings and writing reports. The bespoke packages of support NCC want to offer families may include any of the following interventions;

- Community and Parenting Assessments using 'whole family' models – you will be required to carry out the assessments and write reports.
- Direct work with children and their parents as part of the agreed support plan – this could mean taking children out for a few hours or supporting parents to do this, or working with parents to develop their parenting skills..
- Support and advice to families and young people about housing, practical family support, family budget and benefits. This may at times mean very practical support on a daily, or twice daily, basis and could even involve helping to prepare meals. It will also require knowledge of the roles of other agencies and working closely with them, .
- Using a combination of interventions to assist families such as family coaching and mentoring, relationship support, parenting programmes etc.

To be able to evidence Family Action's values at all times, which underpin Family Action's mission of 'building stronger families' by:

- a) Being **people** focused
- b) Reflecting a '**can do**' approach
- c) Striving for **excellence** in everything we do
- d) Having **mutual respect** for everyone we work with, work for and support through our services

To ensure you have an understanding (appropriate to your role) of, and comply with Family Action's procedures for promoting and safeguarding the welfare of children and vulnerable adults.

To ensure the implementation of Family Action's Equality & Diversity Policy and Ethical Policy in every aspect of your work and positively promote the principles of these policies amongst colleagues, service users and other members of the community.

To comply with Family Action's Health and Safety Policy, Data Protection Policy and to protect your own and others' health, safety and welfare.

To work flexibly as may be required by the needs of the service and carry out any other reasonable duties as required.

Person Specification

1. We are looking for experienced practitioners with a range of backgrounds and skills and with a relevant qualification, ideally in Social Work but also for example in Nursing or a Child Development related qualification.
2. Extensive experience of working with families in a community setting and of working with families in their own homes and an ability to engage and motivate resistant and hard to reach young people and families.
3. An ability to challenge and be assertive with families but also to be sensitive and empathic to their needs.
4. An understanding of the issues that can impact on family functioning and on parenting capacity and an understanding of the issues that need to be overcome to enable positive change.
5. A good understanding of child development and of attachment.
6. Experience of undertaking assessments, including assessments of parenting capacity, and of writing reports.

7. Good communication skills, both verbal and written. Confidence in communicating with adults, children and young people also with other professionals. Confidence in the use of IT and experience of keeping excellent records of work and case notes.
8. Experience of working effectively with a range of partners from other agencies and of maintaining positive relationships, keeping the focus on the family and the plan that has been agreed.
9. An ability and willingness to travel across Norfolk, although we are also looking for people who are willing to work in either Breckland, North Norfolk or Great Yarmouth.
10. Experience of working independently, to an agreed plan and goals, but also an appreciation of the need for regular casework supervision and of safeguarding procedures.
11. A good understanding of safeguarding and of the impact of abuse and neglect on children. Knowledge of the 'Signs of Safety' approach to Child Protection would be helpful.
12. To be able to evidence Family Action's values at all times, which underpin Family Action's mission of 'building stronger families' by:
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