

Job description

- Job title:** Senior Schools Family Support Worker
- Location:** Haringey
- Hours:** 22.2 hours per week.
- Grade:** Family Action 2 (£22,167 to £24,416) plus OLV £1811
- Service:** Haringey Building Bridges
- Reports to:** Haringey Services' Manager

Function

To provide direct, individual and whole family intervention to vulnerable children (age 5-10) and their families within school settings and through home based visits.

To work with parents and their children to improve family functioning and increase children's social and emotional skills and resilience and ability to learn effectively.

To be based in 3-5 Haringey primary schools – working in partnership with them to improve the attendance, learning and attainment outcomes of vulnerable children; as well as working with families referred to the service by other agencies.

To assess needs and risks and act as key worker and Lead Professional in multi-agency Team around the Family work.

To contribute to the development of a schools-based model of working for the service..

Principal Accountabilities:

1. To work with all family members, schools and other relevant agencies. To assess risks and identify needs. To support the family to identify outcomes and actions and develop, monitor and review comprehensive action plans. To ensure fathers and the wider kinship network are involved as far as possible.
2. To provide support to children and their parents/carers, at school and at home. To deliver individual sessions, part and whole family sessions, and social and educational activities.

3. To improve family functioning and increase children's social and emotional skills and ability to learn effectively by addressing practical issues eg housing, money, employment and by providing support with parenting skills, behaviour management and health and relationship issues including physical and mental health.
4. To establish excellent working relationships with designated schools in order to increase referrals, clarify roles and facilitate successful interventions with children and their families.
5. To involve and empower parents and carers throughout the work; fostering resilience and strengthening families by supporting them to find their own solutions, to engage with all relevant agencies and to lead in their lives and their families.
6. To act as key worker and Lead Professional in multi-agency Team Around the Family and Team around the School work; negotiating roles with family members, schools and a range of Children's and Adult's services, and chairing meetings as necessary.
7. To ensure that family support work is sensitive to the needs of adults whilst the needs and wishes of children remain paramount. To have a clear understanding of, and comply with, Family Action's procedures for promoting and safeguarding the welfare of children and vulnerable adults. To ensure all safeguarding concerns are effectively identified and notified to managers, and that these are recorded and monitored in line with policy and procedure.
8. To actively contribute to the development of a schools-based model of working, helping to meet school needs within the parameters of the wider service.
9. To actively assist in reaching out to families in the most need; by developing professional relationships with other agencies, and facilitating drop-in surgeries and activities and events in the schools and the community.
10. To assist in the development of parenting programmes and other support sessions for adults and children and facilitate these as required.
11. To actively facilitate user involvement in the service.
12. To independently and confidently update a range of IT and paper systems, ensuring case-files and data are continually maintained to a high professional standard and within required timescales and that evaluation data is collected.

13. To be able to evidence Family Action's values at all times, which underpin Family Action's mission of 'building stronger families' by:
- Being **people** focused
 - Reflecting a '**can do**' approach
 - Striving for **excellence** in everything we do
 - Having **mutual respect** for everyone we work with, work for and support through our services.
14. To comply with Family Action's Diversity & Equality Policy and our 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.
15. To comply with Family Action's Health and Safety Policy, Data Protection policy and to protect your own and others' health, safety and welfare.
16. To work flexibly as required by the service and the needs of the families with which we work, including up to half of working hours in early mornings and early evenings and weekends, or carry out any other reasonable duties as required.

Person Specification

Job title: Senior Schools' Family Support Worker

1. NVQ 3 or other equivalent and relevant qualification.
2. Experience of working with parents, children and young people with multiple needs, in their homes or community settings.
3. An understanding and professional approach, with the ability to use initiative creatively when working independently with families.
4. Experience of applying knowledge of good parenting, child development and safeguarding children and vulnerable adults to work with families.
5. An ability to work collaboratively with and empower families who may be at risk; to effectively identify their support needs and plan, deliver and monitor the provision of practical and emotional support
6. An ability to form positive and effective professional relationships, with a commitment to reflective practice and service user involvement.
7. An ability to build effective relationships with a number of schools and to help to develop the schools-based model of work.
8. An ability to act as lead professional, to negotiate roles with other service providers and to influence their response in order to improve the service provided to families
9. An ability to run groups and events for children, young people and families and parenting programmes for adults.
10. An understanding of the impact of discrimination on the lives of those from minority ethnic communities and others that experience social exclusion, and an ability to work with people from diverse backgrounds.
11. Excellent communication skills, both verbal and written. This includes computer literacy and the ability to complete records and reports effectively and accurately.
12. An ability to manage, organise and prioritise own workload and to work independently and take initiative as part of a team within a framework of policies and procedures.
13. Able to evidence and show commitment to the organisational values; People focus, Can do, Excellence and Mutual Respect

14. Must be willing to work flexibly, including up to half the time early in the mornings, early in the evenings and/or at weekends.