

Job description

Senior Young Carers' Worker

Location: Newham

Hours: 28 hours per week

Grade: Family Action Grade 2 point 16 - 19

Service: Newham Young Carers' Service

Reports to: Newham and Tower Hamlets Young Carers Service manager

To lead in the service provision of a whole range of group-work, activities and whole family activities to Young Carers' and their families, managing and supervising a small team of volunteers to support the running of these activities. To lead in the development of universal and some targeted services in their awareness of Young Carers' needs and their capacity to provide services for Young Carers in Newham.

Principal accountabilities:

1. To undertake Young Carers' assessments using an integrated whole family approach and designated assessment tools and Outcome Stars.
2. To contribute to multi-agency planning around individual young carers' needs and work closely in partnership with other relevant agencies assisting service users to access, build and maintain effective relationships with them.
3. To lead the service's provision, utilising volunteers, in facilitating children and young people to have time limited programme of respite, personal development and learning opportunities which enable children and young people to develop friendships, talk about concerns, develop self-esteem and resilience and ultimately reduce the impact of their caring role.
4. To develop and inspire a team of volunteers, recognising and deploying their strengths, and acting as an authentic role model. In addition to reflect on your leadership style, as well as seeking appropriate support to form an objective view of your performance.
5. To lead in facilitating universal services' awareness development of Young Carers' needs, and support the increase of their capacity to provide services for Young Carers or that are inclusive of Young Carers.

6. To co-facilitate existing or new whole family group work provision for children and young people who have a parent with a mental health or substance misuse issue (Kidstime).
7. To provide individual, outcome focussed support to Young Carers' and their families as well as positively supporting them to access other services for their health and well-being.
8. To recruit Young Carers to the service's Young Carers' Management Group as well as supporting Young Carers and their families in the development of user-led activities, facilitating co-production at all times through your work.
9. Alongside the Co-ordinator, recruit volunteers to support the delivery of the service on a regular basis, and, thereafter, manage, train and supervise volunteers to be effective in their role.
10. Safeguard and promote the welfare of all children, and the voice of the child, in collaboration with statutory and voluntary agencies at all times and in all areas of your work.
11. 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 ensure that all monitoring data is accessible by management at all times.
12. Uphold and demonstrate in practice the principles of inclusion and equal opportunities in all aspects of the role.
13. Undertake regular Child Protection, Adult Safeguarding, and other trainings as deemed necessary for the role.
14. To ensure the health and safety of all – including, reviewing and updating of risk assessments of individual and group work as well as other activities
15. 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.
16. 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.

17. To comply with Family Action's Health and Safety Policy, Data Protection policy and to protect your own and others' health, safety and welfare.
18. To promote Family Action and its services and represent and collaborate with other agencies in the local authority in a professional manner which reflects Family Action's values at all times.
19. To work flexibly as required by the service and the needs of the families with which we work, including mornings, early evenings and weekends and to carry out any other reasonable duties as required.

Person Specification

Senior Young Carers' Worker – Newham Young Carers' Service

Education, qualifications and background

1. Degree or equivalent qualification in relevant subject, such as: health, social care, education, psychology or psychotherapy.
2. Proven experience of excellent children and young people practice skills and ability to plan and deliver a structured programme of support for children and young people that promotes their personal development, self-esteem and resilience.
3. Proven experience of working with families to support positive outcomes for children and young people.
4. Experience of managing and supervising volunteers.
5. Proven experience of delivering training to a range of professionals including statutory partners.

Abilities and skills

- 6 Excellent group work skills, and proven experience, voluntary or paid, of delivering outcome focussed group work with children and young people.
- 7 An excellent understanding of good enough parenting and knowledge of risk factors to children and adults with physical/mental health/substance misuse issues . In addition, an excellent awareness of the impact of disadvantage and social exclusion and a commitment to promote inclusion and equality of opportunity for all.

8. Excellent assessment skills and ability to identify children and young people who may be at risk, their support needs, plan, implement and monitor the emotional and practical support to increase resilience and reduce risk factors.
9. Experience of establishing and sustaining a broad range of professional partnerships and engage, as well as consult, with service users and stakeholders through effective collaboration and communication skills.
10. Knowledge and understanding of the principles of reflective practice and evaluation and willingness to develop these skills in volunteers through high quality supervision.
11. Knowledge and understanding of pan-London Child Protection procedures, Working Together to Safeguard Children and the Care Act 2014, as well as ability to work in accordance with local and organisational Child Protection and Safeguarding policies and procedures.
12. Demonstrate ability to communicate clearly and professionally through a variety of mediums with parents, children, professionals and excellent verbal, listening and presentation skills including basic IT skills.
13. Able to evidence Family Action's values at all times, which underpin Family Action's mission of "building stranger 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. Excellent organisational skills with the ability to prioritise workload, self-motivate and work to tight deadlines on own initiative or and lead team in doing the same.
15. A proven ability to work flexibly, undertaking out of hours work - including mornings , weekends, evenings as required by the services.