

**Job description: Sessional Worker**

**Job Title: Sessional Worker Adoption Support Service**

**Location: Lincolnshire area**

**Hours:** As and when, to meet the needs of adoptive families.

**Grade:** £13.45 per hour

**Service:** East Midlands Adoption Support Service

**Reports to:** Senior Adoption Support Workers

**Principal Accountabilities:**

1. To provide focused, time limited pieces of work for adoptive families to improve relationships, that enable adoptive children and young people achieve better outcomes.
2. To advocate for adoptive families and/or provide mediation within family units and other settings, for example education.
3. To support adoptive children/young people and their families manage challenging behaviours and conflict.
4. To support adoptive children/young people and adoptive parents gain confidence in their abilities, strengths and their qualities, promoting stronger, resilient families.
5. To be aware of, and promote an attachment based approach in the work and embed Signs of Safety into practice.
6. Working with, and under the direction of the Senior Adoption Support Workers, and in agreement with adoptive families, to promote positive relationships with biological parents where appropriate.
7. Offer adoptive parents support and guidance to navigate and understand specific systems and support that are available in an educational setting for adoptive children and young people (Pupil Premium, Education Health Care Plans)
8. Support adopted children and young people to have a voice in, and be actively engaged in, the plans and decisions about their lives.
9. To provide flexible and responsive sessions for adoptive families, as required. (Evenings, during office hours, weekends)
10. To keep and maintain accurate, current, professional records of all work undertaken, including session reports, time sheets.
11. To use and complete outcomes measuring tools for all pieces of work undertaken.

12. To actively engage and participate in supervision
13. To undertake training as required, pertinent to the role and service.
14. To work within Family Action and local authority procedures and protocols to safeguarding vulnerable children and adults.
15. 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.
16. To comply with Family Action's Health and Safety Policy, Data Protection Policy and to protect your own and others' health, safety and welfare.
17. 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



## Person Specification

Job title: Sessional Worker Adoption Support Service

Location: Various across Lincolnshire and the East Midlands.

### Job title:

1. Educated to level three or above with a recognised professional qualification in social work, health, education or equivalent, and evidence of a commitment to continuing learning and professional development.
2. Experience of delivering services for vulnerable children/young people and their families.
3. Experience of working independently in a range of settings, for example family homes, schools, Children's Centre's
4. Experience and knowledge of formal protocols and procedures that promote better outcomes for children and young people and ensure their welfare is paramount. For example, Team Around the Child/Family, Children in Needs or Child Protection.
5. Knowledge and understanding of the needs of adoptive children, young people and their families.
6. Knowledge and understanding of relevant legislation and guidance relating to children, young people, and adoptive families.
7. Ability to listen to, and communicate with a diverse range of individuals, and effectively communicate their views, wishes and rights as appropriate.
8. Knowledge and experience of Data Protection and confidentiality.
9. Ability to provide non judgmental services that embrace diversity.
10. Ability to work as part of a team.
11. Ability to travel in the wider East Midlands area and beyond to meet the requirements of the service.
12. A commitment to Family Action's values at all times: " **people focused, can do, excellence and mutual respect**".

Revised June 2017