

Senior Practitioner - 12 Month Contract /Secondment

Principal accountabilities:

Purpose of the job:

To provide high intensity and a rapid response to a small number of children and families in crisis, enabling them to address and overcome the difficulties that have led to the family being at risk of breakdown, and prevent further escalation and referral to care proceedings

To work with families to limit the risk of children being moved into care, to address complex multiple needs across a family unit or to support the re-unification of families post care order.

Main Responsibilities:

1. To manage a small case load of families allocated by the operational manager
2. To carry out casework assessment of children young people and carers giving due account to 'service user needs'
3. Plan intervention in conjunction with families that would support their health, physical, mental and social development and wellbeing,
4. To provide high intensity work with families for a time limited intervention, providing practical; support such as assisting with appointments, establishing routines and managing behaviour.
5. To attend statutory and legal meetings including Child Protection Conferences and Care Proceedings.
6. To write fact based reports suitable for court proceedings and other arena's
7. To support families to build trusting relationship to promote secure attachments, strengthen bonds and learn healthy ways to manage conflict.
8. To build resilience in children by supporting them to increase their network of friends and wider family contacts.
9. To support parents to learn about child development, and in particular developmental milestones.

10. To support the learning and practise of evidence based parenting techniques and to make and manage referrals to accredited parenting programmes and/ or counselling.
11. Review and evaluate interventions in conjunction with service users, colleagues and other agencies.
12. Maintain accurate records of all work undertaken in conjunction with service users in accordance with organisational standards/expectations
13. To ensure any concerns around Child Protection are appropriately reported
14. To keep abreast of practise development through reading and attending training course.
15. To build up knowledge and understanding of local resources and community and statutory services, including Mental Health Teams, Social Services, Health, CAMHS, Domestic Abuse Services, Schools and voluntary services, and communicate effectively with them in the best interests of the child and family.
16. To work alongside colleagues to assess the needs of the families referred for support and participate in the reviews and evaluation of the work.
17. To comply and contribute actively to the required monitoring of outcomes for the service, including use of Family Star tool, Early Help Records and other tools as appropriate.
18. To help plan creative and innovative responses to families' needs and keep high quality records and assists with the preparation of reports.
19. To attend conferences, review meetings, supervision and training sessions as requested.
20. 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.
21. To ensure that work is carried out within a framework, which promotes equality of opportunity in accordance with Family Action's policies.
22. To comply with Family Action's Health and Safety policy, data protection policy and to protect your own and other's health, safety and welfare

23. 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.
24. To work flexibly as will be required by the needs of the service and carry out any other reasonable duties as required.

Person Specification

Education, qualifications and background

1. Degree or equivalent qualification in relevant subject, such as: health, social care, education, psychology or psychotherapy.

Abilities and skills

2. Proven experience of working with complex families at the edge of care. Including attending child protection conferences and care proceedings.
3. An excellent understanding of good enough parenting and knowledge of risk factors to children and adults. 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.
4. Excellent assessment skills and ability to identify families who may be at risk, their support needs, plan, implement and monitor the emotional and practical support to increase resilience and reduce risk factors.
5. 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.
6. Knowledge and understanding of the principles of reflective practice and evaluation.
7. Knowledge and understanding of pan-London Child Protection procedures and Working Together to Safeguard Children, as well as ability to work in accordance with local and organisational Child Protection and Safeguarding policies and procedures.



8. Ability and experience to provide relationship support, and conflict management and mediation to families' experiences crisis.
9. To provide systemic whole family approaches and social history work, , empowering families to understand their roles, intergenerational issues and power to change
10. 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.
11. A proven ability to work flexibly, undertaking out of hours work - including mornings and evenings as required by the service.
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. Ability to work flexibly outside core hours as appropriate.
14. 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.