

JOB DESCRIPTION

Job title: Child and Family, Play and Learning Worker
Service: Cumbria's: 0-19 Child and Family Support Service
Grade: Grade 2 Point 11 - 15
Salary: £20,173– £22,810
Hours: Part time – 29.6 hours per week
Locations: **Allerdale**
Barrow
Carlisle
Copeland

Responsible to: Child & Family Coordinator

Summary of job:

The post holder will share and embrace Cumbria's vision of 'a great place to grow up and for children and young people to have the opportunity to become everything they want to be', by;

- Assisting the Child and Family Support Worker to provide appropriate practical and emotional support to children, young people and their families, through a mixed programme of home visiting, support groups and structured learning sessions delivered within local centres, family homes and the wider community.
- Using restorative practice will embed a strengths-based approach, engaging and enabling children, young people and families to achieve their goals at an early stage of need, responsible for Level's one and two of a three- tier delivery model approach (Levels 1-3: Getting advice, getting help, getting more help)

Key tasks and responsibilities:

1. To deliver a range of workshops and short-term interventions to local families to facilitate parents' understanding and awareness of their children's emotional, social and physical needs and improve their parenting skills. Providing support in families homes, across local centers, maternity hubs and other delivery sites.
2. To support the delivery of universal services, and to use these groups as an opportunity to assist Child & Family Support Workers to identify families unmet needs.
3. To work closely with volunteers and provide them with support and include in service delivery.
4. Provide brief, time-limited support and coaching (such as the provision of 2–8 direct sessions over a period of 1–2 months) with a child, young person, parent or carer to address a particular need

5. To undertake child-focused assessments and in partnership with parents and professionals to establish an understanding of the child and parent's needs, any existing or potential risk and to gain knowledge of the 'Childs' lived experience' and parental challenges.
6. Using information gained through the assessment, develop a child centred, outcome focused plan and risk assessment with parents for their engagement within levels one and two of service delivery. .
7. Monitor, review and updated plans with parents, utilising critical analysis, outcome evidence, and triangulating information. Work in collaboration with Child & Family Support Workers to ensure those families who need more help (Level 3) are stepped up appropriately.
8. Work collaboratively with coordinated care and support for families through liaison, referrals and multiagency partnership working, with Health, Social Services, Education and other statutory and voluntary and specialist agencies.
9. To keep timely and accurate records of your work and adhere to confidentiality, safeguarding and information sharing protocols
10. To ensure that the venue(s) is warm, welcoming and adheres to safe risk management procedures at all times.
11. To prioritise the safety, wellbeing and healthy development of children through effective observation and assessments and by following safeguarding procedures and guidelines at all times (Family Action and LB Cumbria).
12. Build up knowledge and understanding of local resources and community, statutory and services, services, and communicate effectively with them in the best interests of the child and family.
13. Through level 1 and 2 interventions promote and educate families around current topics affecting young people; providing them with knowledge skills and information on key risks, supporting their emotional and physically safety.
14. Encourage, enable and champion the coproduction of service user led /co-produced groups.
15. To assist families to access, build and maintain effective relationships with the Centres and other support services. Provide outreach activities to improve the reach of services to children and families in the area and ensure that those families with most to gain from services are included and involved and have equal access to all its services.
16. To play an active part in the team, working collaboratively to ensure the smooth running of the service and using informal and organized peer support effectively and shared learning opportunities.

17. To participate and contribute in meetings with external agencies, to advocate in meetings on behalf of families and, where appropriate involve families in such meetings.
18. To undertake training according to the needs of the service.
19. 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
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 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.
22. To comply with Family Action's Health and Safety Policy, Data Protection Policy and to protect your own and others' health, safety and welfare.
23. To work flexibly as may be required by the needs of the service and carry out any other reasonable duties as required
24. To be willing to work outside normal core hours [9am-5pm] , evenings and early mornings and occasional weekend working .

Person Specification

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| Education, Qualifications and Background | |
| 1. | A qualification in childcare/child development, health & social care, counselling or a related professional qualification equivalent to at least NVQ 3. |
| 2. | At least 2 years' experience of working with children, young people and their families including group work delivery |
| Abilities and Skills | |
| 3. | Professional experience with children, young people and their families |
| 4. | Excellent Group work skills with the ability to design and delivery a range of workshops focusing on 'Education & Learning', 'Boundaries & Behaviours', 'Meeting Emotional Needs', 'Social Networks', 'Keeping your Child Safe', 'Home and Money', 'Your Wellbeing', 'Physical Health', 'Progress to Work', and 'Family Routines'. |
| 5. | Experience of working as part of a multidisciplinary team, information sharing protocols and commitment to reflective practice and effective supervision. |
| 6. | Good assessment skills, with the ability to produce effective outcome focused plans and ability to evidence impact and outcomes form 1:1 and group work |
| 7. | An understanding of the impact of discrimination and social exclusion on the lives of children and families and how this can be addressed through service provision as well as employment and volunteering opportunities. |
| 8. | An understanding of the development needs of children and of parenting and a solid understanding of mental health and disability issues, drug and alcohol use, domestic violence and poverty and the way these impact on children and family life. |
| 9. | Demonstrable knowledge and understanding, appropriate to your role of Set Child Protection procedures and Working together to Safeguard Children and ability to work in accordance with local and organisational Child Protection and Adult Safeguarding policies and procedures. |
| 10. | To be able to evidence Family Action's values at all times, which underpin Family Action's mission of 'building stronger families' by: <ul style="list-style-type: none"> ○ 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 |

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| 11. | Demonstrable experience of work alongside families in their homes, at delivery Centre's and the wider community offering practical and emotional support, enabling families to help themselves, and supporting adults in their role as parents or carers'. |
| 12. | The ability to communicate clearly and professionally through a variety of mediums with parents/carers, children, staff and professionals and excellent verbal, listening and presentation skills, including basic IT skills. |
| 13. | Willing to work flexibly including early morning, late evenings and occasional weekends. |