

JOB DESCRIPTION

Job title:	Child and Family, Play and Learning Worker
Service:	Cumbria's 0-19 Child and Family Support Service, Barrow
Salary:	Grade 2 (lower) point 11-15
Hours:	37 hours per week (full-time)
Location:	Barrow
Responsible to:	Service 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 their families to achieve their goals at an early stage of need, responsible for levels 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 centres, maternity hubs and other delivery sites.
2. To support the delivery of universal services, and to use these groups as an opportunity assist child and family support workers to identify families 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 the parents' needs, any existing or potential risk and to gain knowledge of the child's lived experience and parental challenges.

6. Using information gained through 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 update plans with parents, utilising critical analysis, outcome evidence and triangulating information. Work in collaboration with Child and 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 families through liaison, referrals and multi-agency 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 safe risk management procedures at all times.
10. To ensure that the venue 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 assessment and followed by safeguarding procedures and guidelines at all times. (Family Action and LB Cumbria)
12. Build up knowledge and understanding of local resources and community, statutory services and communicate effectively with them in the best interests of the child and family.
13. Through level n1 and 2 interventions promote and educate families around topics affecting young people; providing them knowledge skills and information on key risks, supporting their emotional and physical safety.
14. 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. Seek advice and support from your line manager and/or identified individuals to discuss patient-related concerns and risk (e.g. abuse, domestic violence, escalated mental health).
15. Work with your line manager to continually pursue personal and professional development, taking an active role in regular supervision and clinical supervision.
16. Undertake own administration and keep timely and accurate records whilst at all times adhering to GDPR, confidentiality and information sharing protocols and provide monitoring information as required.

17. Embrace and implement Family Action's Equality & Diversity Policy in every aspect of your work and positively promote its principles amongst colleagues, service users and other members of the community.
18. Comply with Family Action's Health and Safety and Data Protection policies and protect your own and others' health, safety and welfare.
19. Work flexibly as may be required by the needs of the service and carry out any other reasonable duties as required.

PERSON SPECIFICATION

Education, Qualifications & Background	
1.	A qualification in childcare/child development, health and social care, counselling or a related professional qualification equivalent to at least NVQ 3
2.	At least two years' experience of working with children, young people and their families including group work delivery
Knowledge & Skills	
3.	Professional experience with Children, young people and their families
4.	Excellent group work skills with the ability to design and deliver a range of workshops focusing on 'Education and Learning', 'Boundaries and Behaviours', 'Meeting Emotional Needs', 'Social Networks', 'Keeping your child safe', 'Home and Money', 'Your Wellbeing', 'Physical Health', 'Progress to work' and 'Family Routines'
5.	Strong interpersonal, consultation and holistic assessment skills.
6.	Experience of working as part of a multi-disciplinary team, information sharing protocols and commitment to reflective practice and effective supervision.
7.	Working knowledge of the welfare benefits systems, housing systems and welfare grants and the ability to signpost service users. Knowledge of the local area and community resources.
8.	An understanding of the impact of the 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.
9.	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.
10.	Demonstrate 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
11.	Proficient in Microsoft Office with strong IT and administration skills.
12.	Able to evidence Family Action's values at all times, which underpin our 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

	<ul style="list-style-type: none"> • Having mutual respect for everyone we work with, work for and support through our services
13.	Be committed to equal opportunities and uphold and comply with Family Action's Equality & Diversity policy in all aspects of your work, promoting its principles amongst colleagues, service users and other members of the community.
In addition	
14.	Willing to work hours in a flexible way, including evenings and weekends as required to meet the needs of the service.