

## **JOB DESCRIPTION**

<b>Job title:</b>	Senior Perinatal Support Worker
<b>Service:</b>	Perinatal Peer Support Service Medway - Covid Recovery Service
<b>Salary:</b>	Grade 2 (upper) point 16-19: £23,766 - £26,177 FTE (£14,259.60 - £15,706.20 per annum)
<b>Hours:</b>	22.2 hours per week (part-time)
<b>Location:</b>	Medway, Kent
<b>Responsible to:</b>	Service Manager

### **Summary of job:**

The Perinatal Support Service provides support for women in the perinatal period with mild to moderate perinatal mental health issues. Including working in the new phase of the project that has been specifically designed to respond to the impact of the Covid 19 Pandemic on families with new babies. Our peer support volunteers provide regular listening support sessions. We also provide a rolling programme of groups and activities focused on attachment and bonding. The service supports perinatal mums experiencing low mood, anxiety, low-level depression, and social isolation; and mums who are at risk of developing maternal mental health issues during the perinatal period. As a Perinatal Support Worker, you will work in all areas of the service, including individual, group interventions, facilitating a range of Stay & Play Sessions, co-deliver a range of accredited groups, and workshops and work alongside a bank of volunteers to provide a holistic perinatal service for families with babies/toddlers aged 0-3 across Medway.

### **Key tasks and responsibilities:**

1. To plan, and deliver a range of individual, 1-2-1, workshops and group interventions, to facilitate parents' understanding and awareness, promote attachment and bonding experiences.
2. To ensure that the venue(s) is warm, welcoming, and always adheres to safe risk management procedures.
3. To proactively build effective networks with organisations and groups working with families in order to increase the take up of the service. Work with key partners to organise and deliver workshops to promote perinatal mental health and attachment and bonding.
4. To support parents to understand the emotional needs of their infants, and promote secure attachment.
5. Support parents to access other services to meet their needs, including Better Start projects, children centre, and other relevant groups.

6. To plan, organise, and delivery of evidence-based group work with parents and their babies.
7. Build relationships with statutory and voluntary agencies to ensure that parents receive coordinated support.
8. Maintain systems for statistical monitoring and collation of quantitative and qualitative data for feedback to commissioners and to Family Action, in partnership with the Service Manager.
9. To undertake child-focused assessments 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.
10. Using information gained through the assessment develop a child centered, targeted, trauma informed whole family outcome focused plan and risk assessment with parents for their engagement with the service.
11. Monitor, review, and updated plans with parents, utilising critical analysis, outcome evidence, and triangulating information; stepping up/down cases and making onward referrals for specialist support and interventions, where appropriate.
12. 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, via and linking in with Effective Practice Development Officers.
13. To keep timely and accurate records of your work and adhere to confidentiality, safeguarding and information sharing protocols
14. To prioritise the safety, wellbeing, and healthy development of children through effective observation and assessments and by always following safeguarding procedures and guidelines (Family Action and Medway Council. Including raising safeguarding concerns with colleagues and managers, making referrals to Children's Social Care and or the Police if required and playing an active part in professional networks for children subject to CIN or CP (Child Protection) plans.
15. 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.
16. To promote and educate families, providing them with knowledge skills and information on key risks, supporting their emotional and physically safety.
17. To plan and deliver evidence and practice based interventions, with families to support positive change implementing a range of restorative approaches, strengths/solution focused modelling.

18. To lead, encourage and enable the coproduction of service user led groups.
19. Support families to access Family Hubs, Children Centre's, community support, groups, universal offer, and entitlements.
20. 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, involved, and have equal access to all its services.
21. To play a senior 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.
22. To participate and contribute to meetings with external agencies, to advocate in meetings on behalf of families and, where appropriate involve families in such meetings.
23. To take a lead role in line managing, the cohort of volunteers, identifying activities for the family to access.
24. To provide supervision, line management, guidance and support to the volunteer cohort on a monthly basis.
25. To deputise for the Service Manager in his/her absence.
26. To participate in the recruitment process of volunteers.
27. To plan, a 6 week rolling programme volunteer training and induction [to the service]
28. To undertake training according to the needs of the service.
29. 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
30. 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.
31. 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.

32. To comply with Family Action's Health and Safety Policy, Data Protection Policy and to protect your own and others' health, safety, and welfare.
33. To work flexibly as may be required by the needs of the service and carry out any other reasonable duties as required
34. To be willing to work outside normal core hours [9am-5pm], evenings and early mornings and occasional weekend working.

### Person Specification

<b>Education, Qualifications and Background</b>	
1.	Qualification in Health and Social Care, youth work, early years and childcare, counselling, or a relevant professional qualification equivalent to NVQ Level 4
2.	Demonstrable experience of support work including group work delivery.
<b>Abilities and Skills</b>	
3.	Professional experience with children, young people, and their families, including up to date knowledge and experience of risk management procedures. Person centred, Restorative and solution focussed theories and practise.
4.	Knowledge and understanding of integrated working practices and the range of services and agencies to involve, including excellent partnership working.
5.	Experience of working as part of a multidisciplinary team, information sharing protocols and commitment to reflective practice and effective supervision.
6.	Excellent assessment skills, with the ability to produce effective outcome focused plans for families with complex needs.
7.	An understanding of the impact of discrimination and social exclusion on the lives of children and families and how this will be addressed through service provision as well as employment and volunteering opportunities.
8.	Experience of line managing volunteers or staff. Or an understanding and knowledge of all aspects, including recruitment, supervision and training.
9.	Knowledge of child development and understanding of attachment, ability to communicate with parents and carers about importance of attachment and bonding with your baby.
10.	Understanding of how maternal mental health issues can impact on relationships within the family and attachment between mum and baby

11.	Understanding of services available and professionals working with 'parents to be' and new parents within Medway.
12.	<p>To be able to evidence Family Action's values at all times, which underpin Family Action's mission of 'building stronger families' by:</p> <ul style="list-style-type: none"> <li>• Being <b>people</b> focused</li> <li>• Reflecting a '<b>can do</b>' approach</li> <li>• Striving for <b>excellence</b> in everything we do</li> <li>• Having <b>mutual respect</b> for everyone we work with, work for and support through our services</li> </ul>
13.	Demonstrable experience of work alongside families in their homes, at Family Hubs, local children 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.
14.	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.
15.	Willing to work flexibly including early morning, late evenings, and occasional weekends.