

Family Practitioner Lead

## Children and Families

So what gives  
our organisation  
its personality?

We do...



Families and Communities Children and Families		
Post Title	Grade	Role Type
Family Practitioner Lead	I0	

**Our Vision** – A county where big ambitions, great connections and greener living give everyone the opportunity to prosper, be healthy and happy

**Our Outcomes** – Everyone in Staffordshire will:

- Have access to more good jobs and share the benefit of economic growth
- Be healthier and more independent for longer
- Feel safer, happier and more supported in their community

**Our Values** – Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, flourish and contribute to our ambitious plans. Our values are at the heart of the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

- **Ambitious** – We are ambitious for our communities and citizens
- **Courageous** – We recognise our challenges and are prepared to make courageous decisions
- **Empowering** – We empower and support our people by giving them the opportunity to do their jobs well.
- We will work to ensure that Staffordshire education and skills system is the passport to opportunity for our children and young people
- We will work to ensure that Staffordshire Looked after children and are cared for in their family or extended family network
- We will recognise that Statutory interventions are a last resort
- We will work towards ensuring that Staffordshire children where possible are cared for within Staffordshire

## About the Service

Our aim is to create an environment where families are supported to stay together safely and live well in their communities by building on their strengths.

This is the right thing to do. Families tell us they do not want to be in services and evidence says that lives are better when needs can be met early within the family or community.

Working in this way is also more sustainable. We can support more families to live better lives if we focus on addressing needs as early as we can. This report details the changes we have already made across the children and families system.

We will continue to build a strengths-based approach which will promote a culture of inclusion and support to enable children to achieve their best outcomes.

## About the Role

Lead role within the team for the coordination of services delivered by Family Practitioners, Family Time Workers, Education and Welfare Officers and SEND keyworkers.

## Reporting Relationships

**Responsible to:** District Operational Lead

**Responsible for:** Family Practitioners, Education and Welfare Officers, SEND Keyworkers

## Key Accountabilities:

- Undertake the lead role within the team for the coordination of services delivered by Family Practitioners, Family Time Workers, Education Welfare Officers and SEND keyworkers, flexing resource where necessary.
- Provide line management and reflective supervision to individual workers across the team including group reflection to support a high performing team culture.
- Manage the delivery of a key worker approach dependant on the needs of the child and family. This includes provision of early help services, delivering direct interventions for children in need, children subject to child protection plans and children in care alongside SEND needs assessments, EHCP assessment and review and Education and Welfare officer functions.
- To support co-ordination, planning and interventions for children, their families and carers to maintain positive relationships, promote stability and achieve good outcomes for children and young people in line with restorative principles.
- To ensure that children and families in the district who require statutory services are responded to in a timely and efficient manner to ensure the best quality of service.
- To coach and support workers to undertake flexible and imaginative approaches in offering support to children, their families and carers which best suit their needs.
- To ensure interventions and support for families comply with legal, ethical and best practice frameworks to deliver good outcomes for children and their families.
- Under the direction of the District Lead, work effectively across the district ensuring that children and families get the right support, at the right time from the right professionals.

- To escalate specific practice matters, areas for improvement and innovation to the functional leads.
- To effectively manage budgets consistent with the scheme of delegation in line with planning for children and young people's needs.
- Ensure that team resources are managed efficiently and effectively to deliver the requirements of the service.

**Professional Accountabilities:**

The post holder is required to contribute to the achievement of the Council objectives through:

**Financial Management**

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

**People Management**

Engaging with People Management policies and processes

**Equalities**

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

**Climate Change**

Delivering energy conservation practices in line with the Council's climate change strategy.





**Health and Safety**

Ensuring a work environment that protects people's health and safety and that promotes welfare and which is in accordance with the Council's Health & Safety policy.

**Safeguarding**

Commitment to safeguarding and promoting the welfare of vulnerable groups.

The content of this Job Description and Person Specification will be reviewed on a regular basis.

Minimum Criteria for Disability Confident Scheme *	Criteria	Measured by
	<b>Qualifications/Professional membership</b> <ul style="list-style-type: none"> <li>NVQ Level 3 or above, or equivalent in a childcare related subject, or demonstrable experience in a relevant field.</li> <li>Evidence of taking personal responsibility for continued professional development</li> </ul>	<p>A/I</p> <p>A/I A</p>
 	<b>Knowledge and Experience</b> <ul style="list-style-type: none"> <li>A minimum of 3 years' experience in a children's and families setting</li> <li>Experience of supervisory and line management responsibilities</li> <li>Experience of working effectively in a multi-disciplinary environment</li> <li>Experience of purposeful and effective direct work with children, young people and families</li> <li>Experience contributing to the quality assurance of services against planned outcomes</li> <li>Knowledge of current legislation and directives concerning social care, early help, safeguarding and services for children and young people, SEND and vulnerable learners.</li> <li>Knowledge of child development and family dynamics including the needs of young people in education, social care and health</li> <li>Knowledge of mental health, substance misuse, domestic abuse, poverty and other vulnerabilities and how these impact on families</li> </ul>	<p>A</p> <p>A/I</p> <p>A/I</p> <p>A A/I A/I A/I/T</p> <p>A A</p> <p>A/I</p>
	<b>Skills</b> <ul style="list-style-type: none"> <li>Ability to communicate clearly and precisely in the most appropriate way</li> <li>Ability to write accurate records and reports</li> <li>Ability to work collaboratively with a range of internal and external colleagues from a variety of sectors, including private, voluntary, public sector, education, health, social care, criminal justice and advisory services</li> <li>A car user with use of a vehicle</li> <li>This post will be designed and essential car user</li> </ul>	<p>A/I</p> <p>A/I</p> <p>A</p>



If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the **Disability Confidence Symbol**, which is a recognition given by Jobcentre plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention and career development of disabled people.

If you need a copy of this information in large print, Braille, another language, on cassette or disc, please ask us by contacting  
**Shared Services on 01905 947446**