Outreach Worker – Children With Disabilities

Grade 5

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, 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.

About the Service

Directorate Purpose and Values

Staffordshire County Council is one of the largest local authorities in the UK with an ambitious vision for Staffordshire and its people. Achievement of that vision will be underpinned by the support of the county council’s Economy, Infrastructure and Skills directorate (EIS). The vision for EIS is to help Staffordshire’s economy grow, so that everyone has the opportunity of a good job and good prospects in a beautiful, safe, accessible, vibrant, cultural, prosperous, business friendly and sustainable county.

**Vision Statement for Families First**

‘To work with partners and families in Staffordshire to enable vulnerable

children and young people to be safe and secure; to promote physical and

emotional well-being and to help them achieve their full potential within

their communities’.

This shared vision has been developed by a range of people involved in and

committed to high quality, strong and effective children and families’

services in Staffordshire. It incorporates views and ideas from managers,

front-line practitioners and service users who will be the key contributors to

making the vision a reality.

**Purpose and values of working with children and families**

Families First works closely with partner organisations and our approach is

built on the firm foundations of an integrated ‘team around the family’. We

facilitate local support and evidence-based intervention for children and

families to prevent needs escalating to a level requiring statutory specialist

services. Where specialist services are needed, we ensure that timely and

effective decisions are made to secure the best outcomes for a child’s

future.

Our staff and services are based in localities to provide easy access to

families and we work with schools and academies, with Police, health

services and a range of other partners through our Local Support Teams to

prevent children, young people and families requiring more intensive

support.

**Our Core Purpose** – What we do to help vulnerable children and young

people in Staffordshire:

* Ensure resources are used in the most effective and efficient way to achieve sustained improvements to the lives of children, young people and families.

We will share information with commissioners and partners to develop effective and efficient services

We’ll know we have succeeded when we can provide evidence that we are achieving our core purpose within the resources available.

* Work with children, young people and families that are at risk of their needs escalating to a level that requires statutory intervention.

We will invest in services to prevent needs escalating and will recognise that children’s needs are best met within their own family and community, where this is safe to do so.

We’ll know we have succeeded when an increased proportion of children, young people and families report improved outcomes.

* Involve and engage children, young people and families in aspects of the services that we develop and deliver.

Families First is committed to involving and engaging children and young people, and we will ensure that our services continue to be fully responsive, that practice is focused on children and young people’s needs and that their views are built into the design and delivery of services from the outset.

We’ll know we have succeeded when children, young people and their families tell us they are satisfied with our services; that they feel involved and we can provide evidence of where we have acted on service user feedback.

* Share responsibility with partners to achieve positive outcomes for children and young people.

Working with our partners we will deliver services to children and young people to achieve positive outcomes that respond to and meet individual and locality needs.

We’ll know we have succeeded when we have evidence to show that shared outcomes have been achieved.

Looked After Children’s Service

The Service’s function is to ensure that all Staffordshire’s Looked After Children and Care Leavers achieve their full potential. The Service works in partnership with children, families and other professionals to promote resilience and improved outcomes for children by providing and supporting non-stigmatising, stable placements and after care arrangements.

Disability Resources

The Service’s function is to provide a range of flexible short breaks to meet the needs of disabled children and their carers.

Short breaks take place during the day, evening, overnights, or weekends, and activities and can take place in the Resource Centre, Family Link, home or community setting.

Disability Resources work closely with disabled children, their parents and carers and a range of other professionals, including Independent Futures, to facilitate short break packages to provide a range of positive opportunities for disabled children and give parents and carers a break from their caring responsibilities

Reporting Relationships

Responsible to: Children’s service Manager

Responsible for: N/A

Key Accountabilities:

• To improve family functioning by offering practical support to a family, with a child/young person with disabilities.

• To reduce the isolation of a child/young person by enabling them to access and participate in local community activities.

• To develop a positive relationship with children, young people and their carers using the service.

• To give domestic help where necessary. To prepare nutritional meals as required.

• Assisting in the development, implementation and review of individual care plans. To be flexible about these tasks, this can be expanded on where necessary.

• To contribute to statutory reviews and service planning meetings as necessary.

• To provide day to day support and care to children and young persons receiving short breaks provisions.

• Operate as part of a team of Resource Centre Workers and support staff ensuring that young persons' social, emotional, cultural, religious, and recreational needs are met.

• Under the direction of more senior staff, to take responsibility for activity programmes and aspects of individual young person's care plans.

• Under specified arrangements, to undertake escort duties with young people.

• Liaison and consultation with other professional workers or agencies as required.

• To maintain accurate records and the completion of documentation as required by procedures.

• To ensure that their entries in the Resource Centre’s log book, diaries and measures of control records are accurate and completed in the time scales prescribed.

• To assist the management team in ensuring that the care provided from the centre is within current legislation, departmental policies, procedures, practice guidelines and is also appropriate to the assessed needs of the children and young people, taking into account race, gender and disability.

• To promote an understanding of disability that includes positive images and social role valorization.

• To ensure themselves that they are aware of the documentation covered in item (8), its contents, where it is located within the establishment, also to bring to the attention of the Management team any areas which appear to be unclear and require further explanation.

• To facilitate children and young people in using the Department's complaints procedure and to assist towards the resolutions of difficulties which may arise.

• To ensure that their use of "measures of control" are in accordance with legislation and departmental procedures.

• To participate as appropriate and through consultation with supervisors in all opportunities with regard to training and staff development.

• To attend and make a positive commitment to the staff supervision process.

• To bring urgently to the attention of senior staff any matter which you may feel affects the safety or wellbeing of young people.

• To bring to the attention of the Children’s Services Manager - Disability, any matters covered in item (15) which exceptionally cannot be reasonably discussed with the Management team.

• To endeavour consistently to assist in the development and improvement of services to young people.

• To respect the confidentiality of all information available to them, in accordance with departmental procedures.

• To operate at all times within the professional ethic and disciplines of social work as described in the HCPC code of ethics and the SAC which have been formally adopted by the County Council "Code of Practice"

• To promote values of the Resource Centre as outlined in the Statement of Purpose.

• To be positively involved in the induction process for new staff members.

• To undertake any other duties required by management, which are commensurate with the grading of the post

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 County Council’s corporate climate change strategy.

**Health and Safety**

Ensure a work environment that protects people’s health and safety and that promotes welfare and which is in accordance with the County Council 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.

**Person Specification**  A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

|  |  |  |
| --- | --- | --- |
| **Minimum Criteria for Disability Confident****Scheme \*** | **Criteria** | **Measured by** |
| **employer_small** | **Qualifications/Professional membership*** GCSE or equivalent, including English and Maths
* NVQIII Caring for Children & Young People / Level 3 Diploma for Children, Young People Workforce (QCF) – or be prepared to undertake following induction
 | A |
| **employer_small** | **Knowledge and Experience*** Work with children in an advisory capacity e.g. Youth work
* IT literate
* Basic understanding of Children Act
* Understanding of reasons children become Looked After
* Understanding of Child Protection issues
* Work with children in an advisory capacity e.g. Youth work
* Work with children with learning disabilities
* Work with children in a care setting
* Work with children & young people within the community & their homes
* Work directly with parents & carers
 | A/I |
| **employer_small** | **Skills*** To meet the care needs of children receiving short breaks provisions.
* To liaise with parents/carers of children & young people
* To work with other professionals
* To write effective reports
* To create meaningful and purposeful relationships with children who have been damaged by life experiences
* To work with diverse people in the community
* To work as a member of a team
* To manage challenging behaviour
* To diffuse conflict
* To plan, organize & use own initiative
* To benefit from supervision
* To work within legal constraints and Departmental Policies and Procedures
* To provide appropriate recreational activities
* To be creative & develop innovative practice
 | A/I/T |
|  | **Other*** To hold current driving license
* To be physically able to restrain
* To be available to work unsocial hours including weekends
 | I |

****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 Job center 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**

**Shared Services on 01905 947446**