Job Title: Breathing Space Project Worker  
Grade: 7 plus 2 for weekend working

GRADE xx

Our Vision

We have a clear vision for Staffordshire - an innovative, ambitious and sustainable county, where everyone has the opportunity to prosper, be healthy and happy

Our Outcomes

We want everyone in Staffordshire to:

* Have access to more good jobs and share the benefit of economic growth
* Live in thriving and sustainable communities
* Be healthier and more independent for longer

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

This is a hands-on role, providing direct support to parents who have had children removed from their care and are pregnant again and likely to be subject to safeguarding concerns. This includes encouraging and supporting parents to effect the necessary changes to their home and personal circumstances, encouraging parents to engage with substance misuse and other therapeutic support, supporting parents in engaging with Court and other statutory services, directly supporting parents to gain skills to help themselves and improving parenting capacity.

Following birth, it may include supporting parents to access contraception services.

The service operates a key working model that requires flexibility in accordance with the needs of clients. This will include evening and weekend working

Reporting Relationships

Responsible to: Breathing Space Lead

Responsible for: N/A

Key Accountabilities:

1. To act as Keyworker to allocated families from the point of initial engagement with the parent(s), to closure, acting as the key point of contact and continuity to parents.
2. To engage in direct, supportive work with parents, including help with practical skills, accessing advice, guidance and support from other agencies, both statutory and voluntary.
3. To safeguard and promote individual young people’s welfare and rights, providing good quality services which are free from oppressive features
4. To offer support to families where children are returning to their care aged between 0-5.
5. To undertake flexible and imaginative approaches in offering support to children, their families and carers.
6. To work alongside other professionals to promote the safeguarding of children in accordance with the policies and procedures of Staffordshire County Council and the local Safeguarding Children Board
7. To ensure that issues of diversity and difference are considered when working with families with a clear commitment to working within equal opportunity policies and principles
8. To undertake the completion of relevant assessments under the specific direction of a Social Worker/Senior Practitioner/Team Manager
9. To participate in Planning Meetings and Reviews and all other relevant meetings
10. If required, on occasion give evidence in both civil and criminal Court proceedings.
11. To take responsibility for the accurate recording all of the work undertaken on the electronic case file
12. To participate in team meetings, supervision sessions and training where appropriate.
13. To work as a member of a team and communicate effectively with colleagues.
14. To use IT resources as required
15. To actively contribute to the ongoing development of the service, commensurate with the grade of the post.
16. To undertake any other duties commensurate with the grading of the post although suitable adjustments will be made in line with the Disability Discrimination Act.

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.

**Person Specification**  A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

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| **Minimum Criteria for Disability Confident**  **Scheme\*** | **Criteria** | **Measured by** |
| **employer_small** | **Qualifications**  Minimum standard of NVQ 3 in respect of working with children and their families or equivalent. | A |
| **employer_small** | **Knowledge and Experience** Experience2 years’ experience of doing direct work with children, their families and carers in a statutory or voluntary agency which provides services to vulnerable children and their familiesExperience in the use of ITKnowledgeAn understanding of child development and the effect of stress and trauma on child developmentand how to overcome the effectsAn understanding of the effect of disadvantage and discrimination on children, their families, and carers, and how to minimise the effectsA understanding of the necessity for and content of Safeguarding proceduresAn understanding of the key pieces of legislation which govern children’s safeguarding and welfareAn understanding of the work of other agencies | A  All |
| **employer_small** | Skills and abilitiesAbility to effectively communicate with children, their families and carers and their families.Ability to maintain positive relationships with service users and other professionals  * Ability to effect change in difficult circumstances and to work effectively in conflict situations  Ability to work as part of a teamAbility to undertake assessmentsAbility to work effectively in conflict situationsAbility to write accurate records and reportsAbility to manage time effectivelyAbility to learn from experience and training changing own practice where relevantAbility to work within a complex legislative frameworkAbility to work creatively to resolve difficultiesAble to have unrestricted use of a car. This post is designated as an essential car userAbility to work evenings and week-ends on a rota basis | All  All  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  I  I |

This post is designated as an essential car user

**employer_small** 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 Centre 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 **Liberata Employee Services Team on 01905 947446**

**Shared Services on 01905 947446**