

Family Practitioner

Grade 7

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, 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.

About the Service

We work with families and others using a restorative approach, offering high support and high challenge and interventions to help stabilise and support children, young people and their families to remain together

- 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
- We will recognise and build upon the strengths of Staffordshire children and families

Reporting Relationships

Responsible to: Family Practitioner Lead

Responsible for: N/A

Key Accountabilities:

- 1. Underpinned by our restorative practice model work with children and families to support children to remain within or return to their families or to stabilise placements with foster families.**
- 2. Developing, facilitating and organising family and professionals' meetings, events and groups.**
- 3. As a member of the district team, be a key worker for children and families leading on early help assessments and plans; and work collaboratively with social workers to support children in need, children on child protection plans and children in care.**
- 4. Working with children and families including contributing to parenting assessments, support mediation, crisis prevention and conflict resolution.**

5. Carry out work outlined within assessment and planning on specific topics with children, families and carers (including but not limited to) staying safe, loss and grief, behaviour management, attachment and criminal exploitation.

6. To undertake flexible, creative and imaginative approaches to offering support to children, young people their families and carers.

7. To support the completion of accurate documentation, reports and records relating to work undertaken with children, young people and their families.

8. To be available outside of traditional working patterns including evening and weekends to provide support to children, families and carers when it is needed.

Professional Accountabilities:

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

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

Minimum Criteria for Disability Confident Scheme *	Criteria	Measured by
	<p>Qualifications/Professional membership</p> <p>Minimum standard of NVQ3 in respect of working with children and their families or equivalent</p>	A/I
	<p>Knowledge and Experience</p> <p>Experience of direct work with children, their families and carers in a statutory or voluntary agency which provides services to vulnerable children and their families</p> <ul style="list-style-type: none"> • Experience in the use of IT including Microsoft packages • An understanding of child development and the effect of stress and trauma on child development. • Knowledge of mental health, substance misuse, domestic abuse, poverty and other vulnerabilities and how these impact on families <ul style="list-style-type: none"> • Knowledge of partners, agencies and their role in supporting families • An understanding of the key pieces of policy, guidance and legislation which govern children’s social care. • Experience of facilitating/leading accredited and evidenced based parenting programs. • Knowledge and ability to undertake assessments and make appropriate decisions, in line with professional accountability. 	A/I A/I A/I A/I A/I A/I A/I
	<p>Skills</p> <p>Ability to effectively communicate with children, their families and carers</p> <ul style="list-style-type: none"> • Ability to build relationships and deliver interventions to children, families and carers. A/I A/I JD/PS template • Ability to work effectively in conflict situations • Ability to use IT systems and to write a good standard of records. • Commitment and ability to demonstrate restorative approaches to working with children and families. • This post is designated as an Essential car user 	A/I A/I A/I A/I A/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 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
Talent & Resourcing Team 01785 278300