Reducing Parental Conflict Co-ordinator

Grade 10

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

In Staffordshire we want to improve the lives of all children and young people. We are building an environment where our families are supported to stay together safely and live well in their communities by building upon 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.

Here in Staffordshire, we are committed to the Reducing Parental Conflict (RPC) agenda, set out by the Department of Work and Pensions. The programme aims to equip practitioners and partner agencies with the knowledge and tools required to support families to reduce conflict, irrespective of parental relationship status, to reduce the impact of conflict on children and young people – putting their mental health and long-term outcomes at risk.

Reporting Relationships

Responsible to: Family Hub Manager

Responsible for: N/A

Key Accountabilities:

The Reducing Parental Conflict (RPC) Co-ordinator will act as a primary contact for the RPC programme, raising awareness and understanding of the RPC programme throughout Staffordshire by linking in with partners, delivering training and evaluating the effectiveness of current services and interventions.

This role will be required to work with a wide variety of stakeholders and partners in supporting the Children and Families System to:

* Ensure our local training offer is delivered across the breadth of our community to raise awareness of parental conflict and the support that is available to families.
* Work collaboratively to establish a digital offer via our digital information platform, which will contain information and advice around RPC for parents, practitioners, and partners.
* Embed the use of the Staffordshire Reducing Parental Conflict Toolkit across the partnership workforce to increase knowledge, understanding and skills to enable staff to support families experiencing parental conflict.
* Support a coordinated approach to Reducing Parental Conflict through Earliest Help, Early Help, Child in Need and Child Protection by promoting its adoption in accordance to current legislation, good practice, and local initiatives.
* To develop an Effective Practice Resource Bank for Reducing Parental Conflict, ensuring this is accessible for colleagues across the statutory, community and voluntary sector. This includes facilitating access to internal, local, regional, and national research, policy and quality assurance information relating to Reducing Parental Conflict.
* Explore the needs of our families and develop our approach to securing specialist interventions for those families who require further support.
* Work with members of local community / volunteers to champion Reducing Parental Conflict and to identify best practice to working with communities.
* Continue to develop the programme of collaborative working with Stoke City Council and Staffordshire Police and explore opportunities to work with other shared partners.
* To collaboratively work with colleagues to develop a sustainable approach to Reducing Parental Conflict.
* Undertake timely audits to develop an understanding of how confident families are in their ability to resolve conflict in a more positive way after working with our support teams.
* Regularly evaluate, review, develop and future-proof the localised training programme and toolkit to ensure that is remains relevant for both our workforce and our families.
* Ensure any relevant national research findings are considered and help shape our approach and offer in Staffordshire.
* Ensure all reporting requirements are made to the Department of Work and Pensions in a timely manner.
* Establish and chair a working group of key partners and stakeholders to continue to develop and progress the programme of work across the partnership.
* Contribute to the development of partnership plans, ensuring that RPC is considered and included where appropriate.
* Ensure that reporting of relevant data is established and shared appropriately to enable an understanding of the needs of parents, the demand for support around parental conflict and what outcomes have been achieved.
* To participate in partnership-based activities as determined by your line manager.

**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/Professional membership**   * Education to degree standard or equivalent qualification or relevant experience. |  |
| **employer_small** | **Knowledge and Experience**   * Experience of working within coaching, training, or other roles, engaging directly with children, young people and families * Knowledge and understanding of relevant legislation, policy and guidance and a good understanding of local services available to support children and their families. * Demonstrable knowledge and understanding of the National Reducing Parental Conflict agenda and associated research. * Experience of project development, delivery, and management * Experience of working in partnership with internal and external bodies * Experience of working effectively in a multi-disciplinary environment * Experience of working to time and budgetary constraints * Demonstrate ability to act on own initiative |  |
| **employer_small** | **Skills**   * Ability to engage and consult with a variety of local stakeholders including children and families * Effective written and verbal communication skills * Ability to present to a wide and diverse audience * Representational, persuasive, and negotiating skills * Confident, calm and solution focused * Sensitive and empathetic * Ability to work both alone and as a team member * Ability to use performance data to identify practice improvement, to develop parenting programmes based on local need. * Full, clean driving license and ability to travel around the County, (reasonable adjustments will be considered for disabled applicants) |  |

**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

Talent & Resourcing Team 01785 278300