Outreach Worker – Children With Disabilities

Grade 5

**Our Vision**

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 using a whole system approach to enable children to be happy, healthy and safe. We are supporting families to stay together so that children can remain within a home environment wherever possible. Our vision is to create one system, that places children and their families at the heart of all that we do. Where support is required for come families, access to this will be local. Accessible and make a difference and specialisms will work to enhance those offers.

Our Children's Social Care workforce is passionate and committed to improving outcomes for children in Staffordshire by providing a consistent, high-quality service to children and families, together with excellent working relationships with our partners and the support from a stable leadership and management team. We are committed to a culture of shared learning and development in which everyone has a part to play to ensure that our services to children and families focusses on positive outcomes.

Our Residential Social Care Services are responsible for the delivery of providing a range of placements and provision to children and young people within Staffordshire. We deliver these via a range of building based facilities working within statutory guidance and registered by Ofsted. Residential staff aspire to provide advice, assistance and support to children and young people to attend to their practical, physical and emotional needs. To act as an appropriate role model and to work closely with them to enable them to achieve their potential.

The settings include:

* Long term placements
* Short term assessment placements
* Short Breaks for children and young people who are on the ‘Edge Of Care’.
* Short Breaks for children and young people with a disability.

Reporting Relationships

Responsible to: Registered 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

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| **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 |

**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