Job Title: Futures Matter-Intensive Prevention Worker

( Intensive Prevention Service)

Grade 7 Plus 2 increments for weekend Working

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**Our Vision**

An innovative, ambitious and sustainable county, where everyone can 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 the people of Staffordshire
* 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 some 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.

The Intensive Prevention Service forms part of the Edge of Services within Futures Matters which is made up of differing teams who support children and families of Staffordshire. Within the service area there is the Intensive Prevention Service, Youth offending Service, Saplings and Prevention, Family Group Conference Service, Breathing Space and the Child Exploitation Team. We also have a Children Substance Misuse Worker that works across the Intensive Prevention Service and Breathing Space.

The Intensive Prevention Service provides intense support to children who are on the edge of care to remain living at home, we also support young people to return home following a period of being cared for by us, as we believe children are best cared for by their own family where it is safe to do so. The underpinning methodology is solution focussed drawing upon relational and strength-based models of intervention targeted to meet the specific needs of the family.

The Intensive Support Workers are responsible for supporting young people (8-18 years of age) and their parents to develop a tailored package of support, drawing upon other resources within the team as appropriate to remain or return home to their family.

The team will work in partnership with Social Work teams, Family Support Teams and other professionals including the 3rd Sector.

**About the Role**

To provide intensive, evidence-based support to children and young people, and their parents or carers, drawing on a suite of proven resources to help them remain safely at home or return to live safely within their family and support network.

Reporting Relationships

Responsible to: Senior Practitioners

Responsible for: N/A

Key Accountabilities:

1. To work restoratively with children and young people, their families and carers to promote and maintain positive relationships, creating stability to enable children to stay safe.
2. To safeguard and promote individual young people’s welfare and rights, providing good quality services which are free from oppressive features.
3. To undertake flexible and imaginative approaches in offering support to children, their families and carers utilising a range of evidence-based approaches.
4. To work with children, their families and carers to promote good outcomes for children.
5. To participate in Planning Meetings and Reviews and all other relevant meetings
6. If required, on occasion give evidence in both civil and criminal Court proceeding
7. To take responsibility for the accurate recording all of the work undertaken on the electronic filing system.
8. To participate in team meetings, supervision sessions and training where appropriate.
9. To work as a member of a team and communicate effectively with colleagues.
10. To use IT resources as required
11. To actively contribute to the ongoing development of the service, commensurate with the grade of the post.
12. 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.

Other Information

This post is designated as an essential car user.

The post holder will need to meet the travel requirements of the role which could include travelling locally / regionally / nationally.

This post has no political restrictions.

This post is identified as safety critical, therefore, you may be subject to random alcohol and drug testing. This is to help ensure the health, safety and wellbeing of all employees and service users.

To be able to flexibly and out of office hours when required, and be part of a duty rota that operates Monday- Sunday to support the families that are open to the service.

**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**  Minimum standard of NVQ 3 in respect of working with children and their families or equivalent. | A |
| **employer_small** | **Knowledge and Experience**  Substantial experience of competing direct work with children, their families and carers in a statutory or voluntary agency which provides services to vulnerable children and their families  Experience in the use of IT  An understanding of child development and the effect of stress and trauma on child development and how to overcome the effects  An understanding of the effect of disadvantage and  discrimination on children, their families and carers, and how to minimise the effects  An understanding of the necessity for and content of Safeguarding procedures  An understanding of the key pieces of legislation which govern children’s safeguarding and welfare  An understanding of the work of other agencies | A/I/T |
| **employer_small** | **Skills- To be able to: -**  effectively communicate with children, their families/carers through written/verbal and digital communication.  maintain positive relationships with service users and other professionals.  effect changes in difficult circumstances.  work as part of a team.  undertake assessments and develop family plans.  effectively de-escalate challenging situations and work creatively to resolve difficulties  write accurate records and reports.  manage time effectively.  learn from experience and training to develop practice.  work within a complex legislative framework.  **Other requirements**  Have unrestricted use of a car. This post is designated as an essential car user.  To work evenings and weekends on a Rota basis | A/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