

Job Title: Sessional Worker
Grade: 6

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

Families First works closely with partner organisations and our approach is built on the firm foundations of an integrated 'team around the family'. We facilitate local support and evidence-based intervention for children and families to prevent needs escalating to a level requiring statutory specialist services. Where specialist services are needed, we ensure that timely and effective decisions are made to secure the best outcomes for a child's future.

Our staff and services are based in localities to provide easy access to families and we work with schools and academies, with Police, health services and a range of other partners through our Local Support Teams to prevent children, young people and families requiring more intensive support. What we do to help vulnerable children and young people in Staffordshire:

- Ensure resources are used in the most effective and efficient way to achieve sustained improvements to the lives of children, young people and families. We will share information with commissioners and partners to develop effective and efficient services.

- We'll know we have succeeded when we can provide evidence that we are

achieving our core purpose within the resources available.

- Work with children, young people and families that are at risk of their needs escalating to a level that requires statutory intervention.
 - We will invest in services to prevent needs escalating and will recognise that children's needs are best met within their own family and community, where this is safe to do so.
 - We'll know we have succeeded when an increased proportion of children, young people and families report improved outcomes.
- Involve and engage children, young people and families in aspects of the services that we develop and deliver.
 - Families First is committed to involving and engaging children and young people, and we will ensure that our services continue to be fully responsive, that practice is focused on children and young people's needs and that their views are built into the design and delivery of services from the outset.
 - We'll know we have succeeded when children, young people and their families tell us they are satisfied with our services; that they feel involved and we can provide evidence of where we have acted on service user feedback.
- Share responsibility with partners to achieve positive outcomes for children and young people.
 - Working with our partners we will deliver services to children and young people to achieve positive outcomes that respond to and meet individual and locality needs.
 - We'll know we have succeeded when we have evidence to show that shared outcomes have been achieved.

Reporting Relationships

Responsible to: Team Manager

Responsible for: N/A

Key Accountabilities:

1. To provide transport and escort children and their families to a variety of situations including contact visits, school, medical appointments, meetings and social activities working under the direct guidance of the case holding social worker/team manager.
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3. To supervise children's contact visits with their families.
4. To provide practical support to families and carers.
5. To support children and young people in a range of social and recreational activities in the community.
6. To work with carers, families and young people to help them develop a range of living/household management skills.
7. Together with colleagues to provide care, supervision, and activities for children whilst their parents or carers are attending groups or meetings.
8. To ensure that a documented record of all tasks undertaken is provided to the case holding social worker/team manager within 24 hours of the task having been completed.
9. To participate in supervision, team meetings and training sessions.
10. To comply with all relevant County Council policies which govern the work with vulnerable children and their families.
11. 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.

Special Requirements

1. To be a car driver and provide a car with appropriate insurance cover for use at work. (Suitable adjustments may be made in line with the Disability Discrimination Act).
2. Flexibility to provide services to families and carers during evenings and weekends, Bank holidays and other national holidays.

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

Minimum Criteria for Disability Confident Scheme *	Criteria	Measured by
	Qualifications/Professional membership <ul style="list-style-type: none"> • English and Maths to GCSE level or equivalent • NVQ Level 3 in working with Children and Young People or equivalent is desirable 	<p style="text-align: center;">A A</p>
 	Knowledge and Experience <ul style="list-style-type: none"> • Experience of direct work with vulnerable children and their families • Experience caring for children in formal/informal setting is desirable. • An understanding of the needs of children who have experienced family difficulties. • An understanding of the effect of disadvantage and discrimination on children and their families is desirable. • An understanding of how children are safeguarded. 	<p style="text-align: center;">A/I A/I A/I A/I A/I</p>
   	Skills <ul style="list-style-type: none"> • Ability to effectively communicate with children and their families. • Ability to maintain positive relationships with service users and other professionals. • Ability to work as part of a team. • Ability to work effectively in conflict situations is desirable. • Ability to prepare accurate records and reports. • Ability to reflect and learn from experience and training, changing own practice where relevant. • Ability to work early morning, evenings and weekends on a planned basis. • Full Car driver licence with unrestricted use of a car. • Ability to use basic IT resources such as Microsoft Word is desirable. • Professional commitment to helping children achieve good outcomes. • Reliability and stamina. • Emotional resilience. • Commitment to personal and professional development 	<p style="text-align: center;">A/I I I I I A/I A/I A/I A/I I A/I A/I I</p>

	<ul style="list-style-type: none"> • Flexible approach – demonstrating ability to respond positively to changes in allocation of work at short notice to set deadlines • Commitment to equal opportunities and anti-discriminatory practice and to work with a diverse customer base 	<p>A</p> <p>A/I</p> <p>I</p>
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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 and Resourcing on 01785 278300**