Breathing Space Project – Dad’s Worker

37hours- 12 month’s secondment  
Grade 7 (plus 2 increments for weekend working)

Our Vision

A county where big ambitions, great connections and greener living give everyone the opportunity to prosper, be healthy and happy

Our Outcomes

Everyone in Staffordshire will:

* Have access to more good jobs and share the benefit of economic growth
* Be healthier and more independent for longer
* Feel safer, happier and more supported in their community

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, 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

**Staffordshire County Council** is one of the largest local authorities in the UK and provides a broad range of services to its citizens. We are at the start of a significant transformation agenda to improve the way we ensure positive outcomes for all of the communities and citizens of Staffordshire, working in partnership with all public sector organisations across the County.

**Vision Statement for Families and Communities**

‘To work with partners and families in Staffordshire to enable vulnerable children and young people to be safe and secure; to promote physical and emotional well-being and to help them achieve their full potential within their communities’.

This shared vision has been developed by a range of people involved in and committed to high quality, strong and effective children and families’ services in Staffordshire. It incorporates views and ideas from managers, front-line practitioners and service users who will be the key contributors to making the vision a reality.

**Purpose and values of working with children and families**

Families and Communities 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.

**Our Core Purpose** – 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 and Communities 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.

**Futures Matters- Breathing Space**

This is a hands-on role, offering direct support to fathers of Breathing Space families. This role supports families who have had multiple children removed from their care and they are expecting another child and there are likely to be subject to safeguarding concerns. This includes encouraging and supporting fathers to effect the necessary changes to their home and personal circumstances, encouraging fathers to engage with substance misuse and other therapeutic support, supporting fathers to engage with Court and other statutory services, directly supporting parents to gain skills to help themselves and improving parenting capacity.

On very rare occasions there is a need to only accept applicants from a particular protected characteristic. As per the exceptions under the Equality Act 2010 there is an occupational requirement for this role to be fulfilled by a male. The reason for this is that the purpose of this role is to mentor and support dads who are accessing the breathing space project, these are parents who have had children previously removed from their care. Part of this role is to offer a programme of work around becoming a father and support anxieties from a male perspective. Therefore, we will only be able to progress applications from males. Details of the exception referred to can be found here Equality Act 2010 (legislation.gov.uk).

The service operates a key working model that requires flexibility in accordance with the needs of Fathers. This will include evening and weekend working.

Reporting Relationships

Responsible to: Breathing Space Lead

Key Accountabilities:

1. To work directly with Fathers of Breathing Space families to deliver restorative, bespoke and targeted pieces of work.

1. To engage in direct, supportive work with fathers, including help with practical skills, accessing advice, guidance and support from other agencies, both statutory and voluntary.
2. To safeguard and promote individual young people’s welfare and rights, providing good quality services which are free from oppressive features
3. To offer support to Fathers where children are returning to their care aged 0-8.
4. To undertake flexible and imaginative approaches in offering support to children, their families and carers.
5. To work alongside other professionals to promote the safeguarding of children in accordance with the policies and procedures of Staffordshire County Council and the local Safeguarding Children Board
6. To ensure that issues of diversity and difference are considered when working with families with a clear commitment to working within equal opportunity policies and principles
7. To undertake the completion of relevant assessments under the specific direction of a social worker/senior practitioner/Team co-ordinator or Team manager
8. To participate in Planning Meetings and Reviews and all other relevant meetings
9. If required, on occasion give evidence in both civil and criminal Court proceedings.
10. To take responsibility for the accurate recording all of the work undertaken on the electronic family’s file
11. To participate in team meetings, supervision sessions and training where appropriate.
12. To work as a member of a team and communicate effectively with colleagues.
13. To use IT resources as required
14. To actively contribute to the ongoing development of the service, commensurate with the grade of the post.
15. 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**

To be a car driver and provide a car with appropriate insurance cover for use at work. (Suitable adjustments can be made in line with the Disability Discrimination Act)

To provide services to families and carers during evenings and weekends on a rota basis

**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 Experience2 years’ experience of doing direct work with children, their families and carers in a statutory or voluntary agency which provides services to vulnerable children and their familiesExperience in the use of ITKnowledgeAn understanding of child development and the effect of stress and trauma on child development and how to overcome the effectsAn understanding of the effect of disadvantage and discrimination on children, their families and carers, and how to minimise the effectsAn understanding of the necessity for and content of Safeguarding proceduresAn understanding of the key pieces of legislation which govern children’s safeguarding and welfareAn understanding of the work of other agencies | I  I  I  I  I  I  I |
| **employer_small** | Skills and abilitiesAbility to effectively communicate with children, their families and carers and their families.Ability to maintain positive relationships with service users and other professionals  * Ability to effect change in difficult circumstances and to work effectively in conflict situations  Ability to work as part of a teamAbility to undertake assessmentsAbility to work effectively in conflict situationsAbility to write accurate records and reportsAbility to manage time effectivelyAbility to learn from experience and training changing own practice where relevantAbility to work within a complex legislative frameworkAbility to work creatively to resolve difficultiesAble to have unrestricted use of a car. This post is designated as an essential car userAbility to work evenings and weekends on a rota basis | I  I/R  I  I/R  I  I  I  R  I  I  I  I  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 **Shared Services on 01905 947446**

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