

Intensive Prevention Worker Grade 7

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: i.e. Senior Practitioner

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 and to remain safely within the family network.

5. Work with a lead practitioner in the provision of intensive and robust individual and family support with the aim of keeping families together and building on family and community resilience and strengths
6. To undertake relevant assessments and delivery of intervention tailored to meet family need.
7. To participate in relevant meetings to review impact of support and ensure effective interventions are planned, reviewed and delivered.
8. If required, on occasion give evidence in both civil and criminal Court proceeding
9. To take responsibility for the accurate recording all of the work undertaken on the electronic filing system.
10. To participate in team meetings, supervision sessions and training where appropriate.
11. To work as a member of a team and communicate effectively with colleagues.
12. To use IT resources as required
13. To actively contribute to the ongoing development of the service, commensurate with the grade of the post.
14. 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.

Person Specification

Qualifications/Professional membership

- Minimum standard of NVQ 3 in respect of working with children and their families or equivalent.

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

Skills

- 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 and maintain accurate records and reports.
- Manage time effectively.
- Learn from experience and training to develop practice.
- Work within a complex legislative framework.

This post is designated as an Essential Car user

The content of this Job Description and Person Specification will be reviewed on a regular basis.