

Job Title: Breathing Space Project Worker

Grade: 7

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, 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 teams.

The Edge of Care Services consists of Breathing Space, Intensive Prevention Service and the Family Group Conference service and is part of Futures Matter which also includes the Youth Offending Service and Child Exploitation team.

Within Breathing Space, there is a dad's worker and a seconded Children Substance Misuse Worker that works across Breathing Space and the Intensive Prevention Service.

Breathing Space supports parents who have previously had children who are no longer in their care due to care proceedings and are pregnant again, with the unborn having an allocated social worker. We also support children in care and care experienced who are expecting their first child. We provide intensive support drawing upon a suite of direct work programmes and signpost to other services such as the Family Group Conference Services, Substance misuse worker or other children/adult services.

The team also supports the district teams to inform their assessments where family time is being increased to consider if reunification is appropriate or where there is a plan of reunification. This involves completing direct work, providing practical support, parenting work, relationship work and having conversations about their child's needs. Difficult conversations may also need to happen such as drug and alcohol use, experiences of domestic abuse and many other sensitive issues.

This post will also include direct work with children, including wishes and feelings work.

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

The team provides support to the district teams and works across the county and occasions may have to travel out of Staffordshire. The team are passionate, creative and work restoratively to make a difference to the lives of the children and families that are referred into the service.

Reporting Relationships

Responsible to: Breathing Space Senior Practitioner

Responsible for: N/A

Key Accountabilities:

1. To act as Keyworker to allocated families from the point of initial engagement with the parent(s), to closure, acting as the key point of contact and continuity to parents.
2. To engage in direct, supportive work with parents, including help with practical skills, accessing advice, guidance and support from other agencies, both statutory and voluntary.
3. To safeguard and promote individual young people's welfare and rights, providing good quality services which are free from oppressive features
4. To offer support to families where children are returning to their care.
5. To undertake flexible and imaginative approaches in offering support to children, their families and carers.
6. 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
7. 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
8. To undertake the completion of relevant assessments under the specific direction of a Social Worker/Senior Practitioner/Team Manager
9. To participate in Planning Meetings and Reviews and all other relevant meetings

10. If required, on occasion give evidence in both civil and criminal Court proceedings.
11. To take responsibility for the accurate recording all of the work undertaken on the electronic case file
12. To participate in team meetings, supervision sessions and training where appropriate.
13. To work as a member of a team and communicate effectively with colleagues.
14. To use IT resources as required
15. To actively contribute to the ongoing development of the service, commensurate with the grade of the post.
16. 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.

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
	<p>Qualifications</p> <p>Minimum standard of NVQ 3 in respect of working with children and their families or equivalent.</p>	<p>A</p>
	<p>Knowledge and Experience</p> <p>Experience</p> <ul style="list-style-type: none"> • Demonstrable 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 families • Experience in the use of IT <p>Knowledge</p> <ul style="list-style-type: none"> • 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 	<p>A I T</p>

	<p>Skills and abilities</p> <ul style="list-style-type: none"> • Ability 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 team • Ability to undertake assessments • Ability to work effectively in conflict situations • Ability to write accurate records and reports • Ability to manage time effectively • Ability to learn from experience and training changing own practice where relevant • Ability to work within a complex legislative framework • Ability to work creatively to resolve difficulties • Able to have unrestricted use of a car. This post is designated as an essential car user • Ability to work evenings and week-ends on a rota basis 	<p>A I T</p>
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This post is designated as an essential car user



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 Team on 01785 237800**