Job title: Resettlement Practitioner

Grade: Indicative grade 8

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

Our aim is to create an environment where families are supported to stay together safely and live well in their communities by building on their strengths.

Resettlement, Integration & Independence Support Offer, under guidance from the Department for Levelling up, Housing & Communities, DLUHC, works to provide all-aged Refugees on the Afghan and Homes for Ukraine scheme with a warm welcome culture and the community of Staffordshire.

This is the right thing to do. Families tell us they do not want to be in services and evidence says that lives are better when needs can be met early within the family or community.

Working in this way is also more sustainable. We can support more families to live better lives if we focus on addressing needs as early as we can.

Reporting Relationships

Responsible to: Resettlement Practitioner Lead

Responsible for:

Key Accountabilities:

1. Holding and managing a full caseload, prioritizing all work in accordance with the Directorate’s policies and procedures, standing orders, budgets, and all relevant legislation to support families to stay together and integrate into life in Staffordshire
2. Ensuring that all work is completed within the stated timescales in accordance with both national and local policy
3. Undertake Safe and Wellbeing checks for newly arriving refugees in Staffordshire.
4. Undertake assessment, risk assessment and independence support planning for all Refugees across Staffordshire.
5. To work with the housing teams and support full set up of homes, Resettlement & Integration into the community.
6. To work with an allocated caseload of Refugees, undertaking regular reviews of Refugees, to use the outcome to formulate new arrangements and plans in conjunction with Refugees, and other agencies.
7. To undertake flexible, creative, and imaginative approaches in offering support to Refugees, which is responsive to their individual needs and is available to them at the right time
8. Working with Refugees to support interventions that will maintain positive relationships, promote stability, and achieve good outcomes for children and families by contributing to Independence / Integration assessments, mediating, and contributing to crisis prevention and conflict resolution.
9. Participating in regular supervision or consultation with the Resettlement Practitioner Lead and ensuring that they are always made aware of significant issues in respect of Refugee and accommodation arrangements.
10. To work closely with the Resettlement Practitioner Leads, to ensure that all accommodation breakdowns and rematching requests, where applicable, are identified at the earliest point and the best possible rematching Host/Sponsors can be identified and/or appropriate alternative arrangements secured for Refugees in line with the statutory obligations.
11. To support Refugees to access a Personalised Budget to support effective resettlement and integration of refugees and achieve positive outcome
12. To support other refugee schemes such as the ARAP (Afghan Relocations and Assistance Policy), ACRS (Afghan Citizen Relocation Scheme), UKRS (UK Resettlement Scheme) and Homes For Ukraine schemes as required by the service.
13. Competent in the use of IT including experience in the use of Microsoft packages.

**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 NVQ3 in respect of working with children and their families or possessing an equivalent professional qualification or equivalent by experience | A/I |
| **employer_small**  **employer_small** | **Knowledge and Experience**   * Experience of working directly with children, young people, and families in a statutory or voluntary sector environment or a social housing / benefit setting. * Experience of working effectively in a multi-disciplinary environment with multiple partners. * knowledge of or willingness to learn about the current legislation and directives regarding resettlement and immigration, housing, benefits and social care, early help, safeguarding and services for children and young people. * Knowledge and ability to undertake assessments and make appropriate decisions, in line with professional accountability. * An understanding of and willingness to learn about child development, resettlement / displacement and the effect of stress and trauma, in children and adults. * Knowledge of or willingness to learn mental health, substance misuse, domestic abuse, poverty, and other vulnerabilities and how these impact on families. * Understanding of or willingness to learn about the education, training and work experience needs of resettled families, and the opportunities open to them. * Basic knowledge of the benefits system (DWP (Department of Work and Pensions) * Basic knowledge of the housing system. knowledge of statutory framework in which other agencies operate e.g., education, careers, housing associations, health authority. * Competent in the use of IT including Microsoft packages. * A commitment to continuous professional development in accordance with the Council’s Our People Strategy. | A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I |
| **employer_small**  **employer_small** | **Skills**   * Ability to effectively communicate with children, families, and young people. * Ability to build relationships, negotiate and deliver interventions to children, families, and young people. * Ability to work effectively with refugees to facilitate their access and engagement with mainstream statutory and voluntary sector services and promote the long-term integration into their local community. * Ability to use IT systems and to keep accurate and detailed records. * Good numerical skills with attention to detail. * Commitment and ability to demonstrate restorative approaches to working with children and families. * Ability to prioritise and organise work and work with challenging and competing pressures. With an ability to work under pressure to meet deadlines and on own initiative. * Good written and oral communication skills at all levels – this post will involve liaison with a range of professionals and members of the public. * Flexible approach – demonstrating ability to respond positively to changes in allocation of work at short notice. * A commitment to equal opportunities and anti-discriminatory practice and to work with a diverse customer base. * Good, time management and organisational skills   This post is designated as a casual car user | A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  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 center 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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