

**Job Title:** Parenting Workers  
**Grade:** 7

### **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**

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

**Responsible to:** Family Hub Manager

**Responsible for:** N/A

**Key Accountabilities:**

To work effectively with children and families to secure improved outcomes and reduce their need for specialist service interventions.

1. To actively engage children, young people and their parents/carers to ensure appropriate access to early and statutory education is secured and maintained
2. Complete direct work including emergency work with children, young people and their families maximizing their involvement in accordance with outcomes identified in the child's plan.
3. Develop and maintain effective working relationships with other locality providers.
4. Engage with families to complete direct work with children and young people and their families to promote healthy lifestyles, positive peer/family relationships and safe parenting to develop a good understanding of their culture/community identity
5. Develop and maintain effective working relationships with other locality providers
6. Work persistently and assertively with families and other agencies to assess, provide or co-ordinate targeted support.
7. Signpost to and support children and young people to engage with appropriate agencies and activities to promote their life chances and outcomes.
8. To deliver evidence based group work.
9. To undertake any other duties commensurate with the grading of the post.

**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><b>Qualifications</b></p> <p>Minimum standard of NVQ 3 in respect of working with children and their families or equivalent qualification or experience.</p> <p>Preparing to Teach in the Lifelong Learning Sector (PTLLS) or equivalent teaching qualification</p>	<p>A</p> <p>A</p>
        	<p><b>Knowledge and Experience</b></p> <ul style="list-style-type: none"> <li>• Solid experience working directly with children, their families or carers in a relevant setting.</li> <li>• An understanding of child development and the effect of stress and trauma on child development and how to overcome the effects.</li> <li>• Demonstrate an understanding of effective challenge to discriminatory or inappropriate behaviour within families and agencies.</li> <li>• An understanding of, and ability to comply with, Safeguarding Procedures Adult and Children.</li> <li>• An understanding of the key pieces of legislation which govern children’s safeguarding, welfare and education.</li> <li>• An understanding of how to appropriately signpost or intervene with those families with identified unmet needs including SEND.</li> <li>• An understanding of the work of other agencies and a commitment to multi-agency working.</li> <li>• Have experience of delivering evidence-based parenting programmes to parents and children who sit within targeted services – including adult only and adult and child courses.</li> </ul>	<p>A</p> <p>A&amp;I</p> <p>A&amp;I</p> <p>A&amp;I</p> <p>A</p> <p>A</p> <p>A&amp;I</p> <p>A&amp;I</p>

    	<ul style="list-style-type: none"> <li>• Knowledge and ability to undertake assessments and make appropriate decisions, in line with professional accountability.</li> <li>• Knowledge of mental health, substance misuse, domestic abuse, poverty and other vulnerabilities and how these impact on families</li> <li>• Knowledge of partners, agencies and their role in supporting families</li> <li>• Knowledge and understanding of the education system and services, with experience of motivating children to raise aspirations and attainment.</li> <li>• Experience in the use of IT to both record information and inform data gathering, ensuring accurate communication of all information.</li> </ul>	<p>A&amp;I</p> <p>A&amp;I</p> <p>A&amp;I</p> <p>A</p> <p>A</p>
      	<p><b>Skills</b></p> <ul style="list-style-type: none"> <li>• Ability to communicate clearly and precisely in the most appropriate way</li> <li>• Ability to effect change in difficult circumstances</li> <li>• Ability to work on own initiative and as part of a team</li> <li>• To demonstrate reflective practice</li> <li>• Ability to work effectively in situations of conflict and resolve difficulties</li> <li>• Ability to manage time effectively and work within agreed timescales</li> <li>• Car driver with permanent use of a car for use in conjunction with the fulfilment of your duties</li> <li>• Ability to work 'flexibly' to meet the needs of children, young people and their families</li> </ul>	<p>A</p> <p>A&amp;I</p> <p>A</p> <p>A</p> <p>A&amp;I</p> <p>A&amp;I</p> <p>A</p> <p>A</p>

**\*\*This post may require an Enhanced DBS check\*\***

If a disabled person meets the criteria indicated by the Disability Confidence 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:

**Liberata Employee Services Team on 01905 947446**