

## Family Practitioner

### Grade 7

#### **About the Service**

The Children and Families directorate aims to create an environment where families are supported to stay together safely and live well in their communities, building on their strengths and achieving their outcomes supported by secure relationships and long-term belonging. This is based upon safety as a whole system shared across our services and partners.

These are delivered through our 4 core principles:

- Families first – network and community always
- Right help, right time – proportionate, timely and co-produced with children and families
- Whole-system responsibility for supporting children and families to be happy, healthy and safe
- Permanence as belonging from day one

#### **About the Role**

To work with families and others using a restorative approach, offering high support and high challenge and interventions to help stabilise and support children, young people and their families to remain together

#### **Reporting Relationships**

**Responsible to: Family Practitioner**

**Responsible for: N/A**

#### **Key Accountabilities:**

- Underpinned by our restorative practice model work with children and families to support children to remain within or return to their families or to stabilise placements with foster families.

- Developing, facilitating and organising family and professionals' meetings, events and groups.
- As a member of the district team, be a key worker for children and families leading on early help assessments and plans; and work collaboratively with social workers to support children in need, children on child protection plans and children in care.
- Working with children and families including contributing to parenting assessments, support mediation, crisis prevention and conflict resolution.
- Carry out work outlined within assessment and planning on specific topics with children, families and carers (including but not limited to) staying safe, loss and grief, behavior management, attachment and criminal exploitation.
- To undertake flexible, creative and imaginative approaches to offering support to children, young people their families and carers.
- To support the completion of accurate documentation, reports and records relating to work undertaken with children, young people and their families.
- To be available outside of traditional working patterns including evening and weekends to provide support to children, families and carers when it is needed.

## Person Specification

### Qualifications/Professional membership

- Minimum standard of NVQ3 in respect of working with children and their families or equivalent

### Knowledge and Experience

- Experience of 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 including Microsoft packages
- An understanding of child development and the effect of stress and trauma on child development.
- Knowledge of mental health, substance misuse, domestic abuse, poverty and other vulnerabilities and how these impact on families
- Knowledge of partners, agencies and their role in supporting families
- An understanding of the key pieces of policy, guidance and legislation which govern children's social care.
- Experience of facilitating/leading accredited and evidenced based parenting programmes.
- Knowledge and ability to undertake assessments and make appropriate decisions, in line with professional accountability.

### Skills

- Ability to effectively communicate with children, their families and carers
- Ability to build relationships and deliver interventions to children, families and carers.

- Ability to work effectively in conflict situations
- Ability to use IT systems and to write a good standard of records.
- Commitment and ability to demonstrate restorative approaches to working with children and families.

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.**