

# Family Practitioner, Children with Disabilities

## 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, 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**

We have 4 Children's Disability teams across the County, and they provide specialist services for children and young people with complex disabilities.

The teams are supported by skilled Family Practitioners who assist in facilitating behaviour management work, practical support and undertaking direct work with children and their families. The work of the service is diverse across the breadth

of social work tasks and functions. This may include some occasional out of hours and weekend working.

## **Reporting Relationships**

**Responsible to: Team Manager**

**Responsible for: N/A**

## **Key Accountabilities:**

- 1.** Underpinned by our restorative practice model work with children with disabilities and their families to support children to achieve improved outcomes.
- 2.** To work collaboratively with social workers to support children in need, children on child protection plans and children in care.
- 3.** To develop, facilitate and organise family and professionals' meetings, events and groups.
- 4.** To provide transport and support to children and their families to a variety of situations including school, medical appointments, meetings and social activities working under the guidance of the allocated social worker.
- 5.** To provide intensive support to children and families to enable them to remain together or where appropriate to support reunification of families.
- 6.** Work with children and families including contributing to assessments and providing practical support, this may include moving and handling, personal care, assistance with feeding, behaviour management and administration of medication following training by a qualified professional and within guidance of an agreed care plan and risk assessment
- 7.** Complete work outlined within assessment and planning on specific topics with children, families and carers (including but not limited to)

staying safe, loss and grief, behaviour management, attachment and criminal exploitation.

8. To undertake flexible, creative and imaginative approaches to offering support to children, young people their families and carers.
9. To support the completion of documentation, reports and records.
10. To be available outside of traditional working patterns including evening and weekends to provide support to children, families and carers when it is needed.

### **Other Information**

This post is designated as an essential car user.

This is a Politically Restricted Post under the Local Government and Housing Act 1989 and subsequent amendments introduced by the Local Democracy, Economic Development and Construction Act 2009.

As an Authority we are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults and expect all staff to share this commitment. This position is subject to a criminal record check from the Disclosure and Barring Service.

### **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.

**Environment**

Deliver a reduction in the Council's environmental impact through a proactive focus on key priorities to support the economy, nature and communities.

**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/Professional membership</b></p> <ul style="list-style-type: none"> <li>• Minimum standard of NVQ3 in respect of working with children and their families or equivalent</li> </ul>	A/I/T
	<p><b>Knowledge and Experience</b></p> <ul style="list-style-type: none"> <li>• Demonstrable 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.</li> <li>• Experienced in the use of IT.</li> <li>• Knowledge and experience of supporting children with disabilities, their families and carers.</li> <li>• An understanding of child development and the effect of stress and trauma on child development.</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>• An understanding of the key pieces of policy, guidance and legislation which govern children’s social care.</li> </ul>	A/I/T
	<p><b>Skills</b></p> <ul style="list-style-type: none"> <li>• Ability to effectively communicate with children, their families and carers.</li> <li>• Ability to build relationships and deliver interventions to children, families and carers.</li> <li>• Ability to work effectively in conflict situations.</li> <li>• Ability to use IT systems and to write a good standard of records.</li> </ul>	A/I/T

	<ul style="list-style-type: none"> <li>• Commitment and ability to demonstrate restorative approaches to working with children and families.</li> <li>• Have unrestricted use of a car.</li> </ul>	
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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. This scheme will also apply to Care Leavers and Armed Forces/Veterans.

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 & Resourcing Team 01785 278300