

JOB DESCRIPTION



TITLE: Disability Family Intervention Worker

POST NO:

DEPARTMENT: Children Families and Education Service

DIVISION: Children and Families

RESPONSIBLE TO: Senior Disability Family Intervention Worker

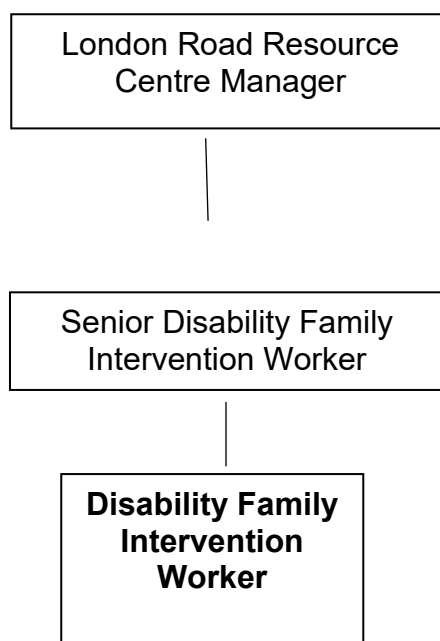
GRADE: L5

PURPOSE OF POST:

To work within the Short Breaks Hub. To provide a wide range of support services for vulnerable disabled children and their families, including direct work with children, young people and adults.

To work closely with partner agencies and commissioned services to achieve positive outcomes for children, young people and their families.

ORGANISATION CHART:



PRINCIPAL RESPONSIBILITIES:**%**

1	Undertake regular direct work with children and families in the London Road Resource Centre the community, and at service user's homes. Managing risk appropriately. Co-producing and co-delivering support services with partner agencies in a multi-agency format and based on a working agreement with the families. Develop interventions for families that need support with parenting skills, self-confidence, managing challenging behaviours and complex health care needs dealing with parental mental health, child development, etc. Develop expertise in an agreed area of support for families. Ensure the voice of the child is heard and acted upon.	30
2	Work directly with adults and children/young people who require skilled intervention to prevent deterioration in their personal or social well-being.	25
3	Contribute to and support the delivery of agreed targeted individual and group work programmes, for example; Parenting and early years support, play sessions, communication & behaviour workshops.	15
4	Managing risk and challenging behaviours from children. Assessing parenting capacity and identify deficiencies in parenting. Empowering parents to recognise where they can build and strengthen their relationships with their children and to build on parenting skills. Organise and support the delivery of parenting programmes.	10
5	Monitor and evaluate the extent to which both family's resilience and the capacity to deliver improving levels of parental care and support are being strengthened. Undertake carers assessments and mental capacity assessments within agreed timescales.	10
6	Ensure the health and safety of young people and staff, including the protection of children and young people, in line with Council's Safeguarding Policy.	5
7	Support managers within the Short Breaks Hub in the delivery of operational objectives, plans and targets and take the lead on shift when required. Identify new community based resources, influence and support local agencies with continued co-production and service delivery. Develop strong links with local and regional stakeholders.	5

Supervisory Management: None**Financial Resources:** None**Physical Resources:** PC, Printer, and telephone**Other:****Physical Effort:**

Some exposure to emotional strain, at times dealing with distressed service users for which support is provided

Working Environment:

The post holder will work closely with a wide variety of other professionals and practitioners from a variety of disciplines

Context:

Children's, Families and Education Services is an area of rapid change and the service is required to respond to new government initiatives, which require multi agency implementation. The policy drive from central and local government is for close working with other agencies and better outcomes for all vulnerable children and families.

As a service, the Short Break Hub's philosophy and values are based on the premise that we will provide a high quality, safe and appropriately resourced service, which offers a short break facility for children and young people aged between 0-18 with a residential component (this includes an emergency placement), clubs, day care and intensive support to children and young people with learning disabilities and challenging behaviour.

The Short Breaks Hub is an integral part of the support services available to families, it will provide planned short term breaks to children and young people with learning and physical disabilities between the ages of 0 years and 18 years, and will work as part of an integrated multi-disciplinary team dedicated to meeting the needs of the children and young people, while providing a much needed break for carers of children with learning and physical disabilities and challenging behaviors.

The residential provision provides planned and emergency care and support to children and their families, it's focus is on assessment of young people's needs, identifying these areas of need and concern, developing skills, behavior management and supporting & guiding parents & carers through this process. Placements are time limited and agreed as part of the plan for the child or young person.

The Short Breaks Hub aims to provide a service that assists the children and young people to reach their full potential in a safe and stimulating environment and/or in the community or in the child's own home. We will provide a supporting role alongside other professional agencies where there are matters of child protection.

As an integral part of Short Breaks Services for children and young people, the Short Breaks Hub strives to meet the needs of children with disabilities and their families by offering a flexible, safe and supportive service comprising of day-care, clubs, outreach and short-term periods of accommodation.

Every effort will be made to ensure that the child's views and feelings are sought and taken into consideration when planning short breaks/intensive/outreach support packages.

The Short Breaks Hub offers a wide range of short breaks for children and young people with learning and physical disabilities and challenging behaviour. Our aim is to offer planned short breaks which offer the young people the opportunity to experience independence from their families, and to take part in social activities with their peers in a safe and well supported

environment, in the community and in the child's own home. This enables the young people to undertake activities that might be restricted by the child's disability and or challenging behaviour.

Short Breaks services are offered to children and young people from Luton on a planned needs led basis. We also provide emergency placements based on the level of need and with consideration to the safety of other residents and staff.

The above accountabilities give an indication of the expectations of this post. However there will be variation as services for children, young people and their families, continues to develop within a changing local and national context. A flexible and innovative approach to delivering interventions is therefore an essential requirement of the post holder together with a willingness to respond constructively to considerable change and challenge.

Because of the nature of this job, it will be necessary for the appropriate level of criminal record disclosure to be undertaken. Therefore, it is essential in making your application you disclose whether you have any pending charges, convictions, bind-overs or cautions and, if so, for which offences. This post will be exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders 1974 (Exemptions) (Amendments) Order 1986. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and, in the event of the employment being taken up, any failure to disclose such convictions will result in dismissal or disciplinary action by the Authority. The fact that a bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment.

Person Specification

This acts as selection criteria and gives an outline of the types of person and the characteristics required to do the job.

Essential (E) :- without which candidate would be rejected

Desirable (D):- useful for choosing between two good candidates.

Please make sure, when completing your application form, you give <u>clear examples</u> of how you meet the <u>essential and desirable</u> criteria.				
Attributes	Essential	How Measured	Desirable	How Measured
Experience	Demonstrable experience of working with children and families in their homes, a social care, education or health care setting	1, 2	Some experience of Child Protection work.	1, 2
	Demonstrable experience of accurate case record keeping	1, 2		
Skills/ Abilities	Demonstrable communication skills with ability to work in conjunction with professionals from own and other agencies and to engage and work in partnership with children, young people and their families in order to agree and carry out planned work	1, 2		
	Able to analyse and assess needs in partnership with families, and prepare clear and concise plans, targets and reports relating to the needs and protection of children.	1, 2		
	Demonstrable ability to organise and prioritise a diverse workload, with good planning and organisational skills and to carry out tasks on own initiative.	1, 2		
	Able to make needs led & safe decisions in relation to the needs of young people and their families	1, 2		
	Able to implement and review care programmes, undertake			

	plan and organise carers assessments, and mental capacity assessments Able to participate in decision making where issues of child protection and family support are paramount. Demonstrable literacy and numeracy skills-able to write reports Able to accurately record case work on a daily basis using IT systems	1,2 1,2 1,2,5 1, 2		
Equality Issues	Able to demonstrate an understanding of the effects of discrimination on service delivery and on the people you are working with.	1, 2		
Specialist Knowledge	Demonstrable knowledge of the effects of deprivation and abuse on the wellbeing of children Demonstrable knowledge of child/human development. Able to demonstrate an understanding of the key principles of the Children Act	1,2 1,2 1, 2	Knowledge of social work theories and methods of intervention	1,2
Education and Training	Training in areas of work related to children and families. NVQ3 in child care or equivalent	1, 2 1,2	A qualification relevant to an area of specialised training.	1, 4
Other Requirements	Able to work evenings and weekends when necessary and able to travel effectively in the Borough and elsewhere on a daily basis Able to converse with ease with members of the public and provide effective help or	1,2 1,2		

	advice in accurate and fluent spoken English			
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(1 = Application Form 2 = Interview 3 = Test 4 = Proof of Qualification 5 = Practical Exercise)

We will consider any reasonable adjustments under the terms of the Equality Act (2010), to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

The Job-holder will ensure that Luton Borough Council's policies are reflected in all aspects of his/her work, in particular those relating to;

- (i) Equal Opportunities
- (ii) Health and Safety
- (iii) Data Protection Act (2018) and General Data Protection Regulation (2018)