

JOB DESCRIPTION

Title: Family Support Worker (Family Help)

Post no: PREF104651

Department: Children, Families and Education

Division: Children's Social Care, Family Help

Responsible to: Deputy Team Manager

Grade: L6

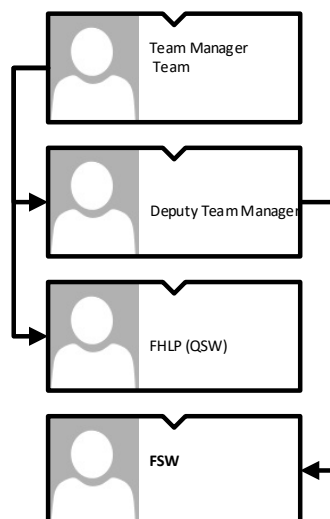
PURPOSE OF POST:

Supporting Families is a key priority for Children's Services to deliver a co-ordinated early intervention offer for children and families across Luton through the delivery of the Family Help Service. This team consists of social workers, family help practitioners, psychologists, attendance support officers, speech and language therapists, DWP work coaches, CAMHS workers, adult mental health nurses, health visitors, youth workers, social prescribers, early years workers, prevent workers, DA workers, housing officers, and other voluntary sector partners with responsibility for Early Help and Child in Need functions.

To provide a wide range of support services for vulnerable 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:



1	Work with families to complete assessments and family support plans. Undertake regular direct work with children and families in 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, 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.	50
3	Organise and chair meetings and act as Lead Professional in order to plan and undertake work with adults and children/young people who require skilled intervention to prevent deterioration in their personal or social well-being.	20
4	Support the delivery of agreed targeted individual and group work programmes, for example Strengthening Families; Strengthening Communities; Parenting programmes.	10

5	Meet regularly with partners from the statutory and voluntary sectors delivering both adults and children's services in order to monitor and review the referred family's needs. 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.	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 Family Wellbeing Service in the delivery of operational objectives, plans and targets.	5

PRINCIPAL RESPONSIBILITIES:

%

Dimensions

Supervisory Management: None

Financial Resources: None

Physical Resources: laptop and mobile phone

Other:

Physical Effort:

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

Working Environment:

Hybrid, community based, office and home

Context:

Luton 2040 is a shared vision for a healthy, fair and sustainable town where everyone can thrive and no-one has to live in poverty. This vision has been built by residents and partners across our town and is being delivered by everyone together. Within this vision are objectives to become a Child Friendly Town where children and families can thrive.

The Families First for Children Pathfinder programme was announced in February 2023 as part of the government's children's social care implementation strategy.

From July 2023 to March 2027, the programme is investing over £45 million to design and test radical reforms in a number of local areas, across the following policies:

- family help
- child protection
- family network support packages (FNSPs)
- safeguarding partners

The pathfinder draws on evidence and existing good practice, including from other government programmes:

- [Family hubs and Start for life](#)
 - [Supporting families](#)
 - [Reducing parental conflict](#)
 - [Strengthening families, protecting children](#)
- The new end-to-end system will include 4 key elements:
 - locally based, multi-disciplinary family help services, providing intensive, non-stigmatising and effective support that is tailored to the needs of children and families
 - a child protection response carried out by social workers with greater expertise and experience, and access to dedicated and skilled multi-agency input, working with family help to protect children who are suffering or at risk of suffering significant harm
 - greater use of family networks, with increased use of family group decision-making, facilitated by FNSPs to remove any financial or practical barriers family networks may face
 - updated and strengthened local multi-agency leadership through changes to safeguarding partner arrangements

This post will be part of the Family Help Team within the Children, Families and Education directorate at Luton Council.

The post holder has responsibility for ensuring that departmental policies, procedures and practice standards are adhered to, assisting staff and managers to do this.

The post holder will comply with the Council's policies and procedures including but not limited to Health and Safety, and Equal Opportunities Policies, the Data Protection Act, Freedom of Information Act, Financial Management Regulations and other relevant Council and Government Regulations, Directives and City wide priorities

Additional information

Criminal Record check - DBS

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 pending charge, conviction, 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 a social care, educational or health care setting	1, 2	Some experience of Child Protection work.	1, 2
Skills/Abilities	Demonstrable ability to work in conjunction with professionals from own and other agencies and to engage and work in partnership with mothers, fathers and carers and with children and young people 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 workload and carry out tasks on own initiative.	1, 2		
	Able with guidance to participate in decision making where issues of child protection and family support are paramount.	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	1,2		
	Demonstrable knowledge of child/human development.	1,2		
Education and Training	Training in areas of work related to children and families.	1, 2	A qualification relevant to an area of specialised training.	1, 4
	NVQ3 in child care or equivalent	1,2		
Other Requirements	Able to work evenings and weekends when necessary and able to travel effectively in the Borough and elsewhere on a daily basis	1,2		
	Able to converse with ease with members of the public and provide effective help or advice in accurate and fluent spoken English	1,2		

(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 Council's policies are reflected in all aspects of his/her work, in particular those relating to:

- Equal opportunities
- Health and Safety
- Data Protection Act (2018) and General Data Protection Regulation (2018)
- GCSx Acceptable Usage Policy (where applicable)