

Job description

Title: Family Support Worker IAPT

Post no: PREF106409

Department: Children, Families and Education

Division: Inclusion and Alternative Provision Team/Inclusion Service

Responsible to: Inclusion and AP Team Manager

Grade: L6

Purpose of post

- To provide a comprehensive service to children, young people and their families
- To support families based on an assessment of need to improve outcomes for children and young people.

This post sits within the Inclusion and Alternative Provision team who oversee the Primary SEMH Service. The overarching intention of the SEMH Service is to provide outreach support and early intervention to schools through guiding, advising and modelling approaches that manage the needs of children with SEMH difficulties within their existing school. The fostering of Therapeutic Thinking as an approach to creating a culture shift in managing and meeting the needs of children is central to the service. The service follows the Department for Education three tier model of support.

Tier 1 –
Targeted support
in mainstream
schools

Tier 2 – Time
limited, short
placements focused
on re-integration

Tier 3 – Transitional
placements
(consider specialist
provision)

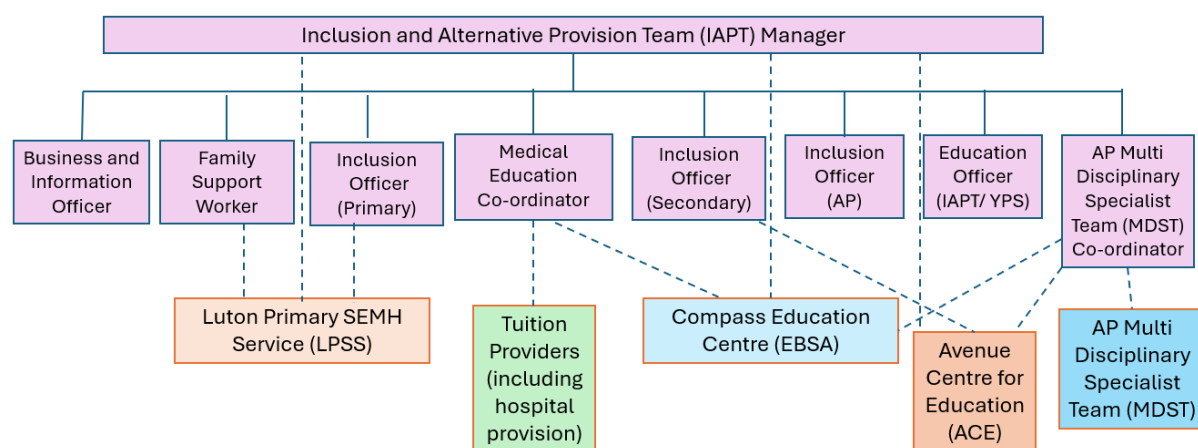
The postholder will work closely with the SEMH service teams based Maidenhall Primary School (The Bridge) and Hillborough Junior School (Hillrise).

Key relationships for this post will be:-

Additionally, key relationships for this post will be:-

- Primary SEMH Service
- Schools/Education Providers
- All of Children's Social Care
- Youth Partnership Service
- Health Services
- Statutory and Independent agencies involved in the provision of services to children, young people and families.

Organisation chart



Principal responsibilities

- Deliver a quality and effective service for all children, young people and their families and ensure that their views are taken into account throughout any intervention. Undertake regular support work in family homes. Focus on developing parenting skills, self-confidence, skills in managing day-to-day challenges and the understanding of children and young people's development needs. 20%
- Produce detailed plans of intervention encompassing a whole family approach, with clear outcomes/evaluation and next steps. Plan and undertake group and individual work with adults and children who require skilled intervention to prevent deterioration in their personal or social wellbeing. This will require working on an agreed long term basis with some families and extending the typically shorter period of intensive support offered to families through the core services, engaging them to develop positive relationships and maintain appropriate levels of contact. 20%

- Undertake complex assessments of need faced by a family on a multi-agency basis where a child has been subjected to or is at risk of significant harm and make recommendations which promote the best interests of the child. Liaise and support schools and other professionals including social workers, ensure relevant referrals are made to appropriate agencies. 20%
- Adopt a multi agency approach to the gathering and exchanging of intelligence/information with all partner agencies. Maintain accurate records and ensure it complies with departmental policies and procedures. Liaise with key agencies including Schools, Police, and Social Care, Education welfare services, Early Help, health, Integrated Youth Support Services and local 3rd sector organisations to coordinate provision and monitor progress. 10%
- Assist in providing a range of best practice models of interventions to children and families; for example: direct work with parents/children/young people; provision of transport/escorting children; working with families in their homes including limited assistance with day-to-day living needs, delivering parenting packages, crisis intervention to prevent placement breakdown and promoting positive family relationships, promoting the safeguarding and welfare of children and young people at all times. 15%
- Provide timely progress reports and offer professional support and guidance to other core services. Escalate any problems and issues to manager. 5%
- Meet regularly with partners from the statutory and voluntary sectors delivering both adult and children's services in order to monitor and review the referred family's needs. Monitor and evaluate the extent to which both family resilience and the capacity to deliver improving levels of parental care and support are being strengthened through services to meet core objectives. 5%
- Undertake any other duties and responsibilities that fall under your remuneration directed by management. 5%

Dimensions

Supervisory management: None

Financial resources: [Click or tap here to enter text.](#)

Physical resources: [Click or tap here to enter text.](#)

Other: Due to the nature of this role this post may involve evening and weekend work.
E

Context

An opportunity has arisen for a newly created position of Family Support Worker in Luton's Inclusion Service, primarily to provide support to families whose children are known to the Primary SEMH Service.

As Family Support Worker, you will provide highly engaging, relevant and innovative support to children and young people accessing provision through the Primary SEMH Service across three Tiers.

The Primary SEMH Service is a model based on early identification of need,

providing intervention and support at the right place, at the right time and Alternative Provision being used as a mechanism of intervention rather than a destination.

The post holder will have recent and current experience of supporting children and young people with Social, Emotional and Mental Health difficulties. They will have the ability to work with children and young people and their families to ensure they make exceptional progress and are provided with the skills they need to be successful in their school career which will ultimately result in improved life chances. The post holder will work closely with Luton's schools to promote and support the best possible outcomes for vulnerable children.

The post holder will have an understanding of a wide range of Social, Emotional and Mental Health difficulties and will use their initiative and imagination to unblock significant barriers to the educational success for children and young people

The post involves agile working with a combination of working in an office, from home, in schools and within the community/family homes. The post holder will be expected to work in accordance with locally agreed policies and procedures and work with schools and colleagues to review the advice, guidance and processes to ensure that they are effective and meet requirements.

To attend all mandatory and other training identified and approved by your line manager to further develop skills and knowledge relevant to the post.

The post holder is responsible for handling confidential information of a personal nature and must ensure that this information is kept up to date, accurate, and securely at all times in line with Luton Council Policy and Data Protection Act.

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.

Additional information

Physical effort and/or working environment

Physical effort: No additional physical effort required.

Working environment: Office, home, school, community/home visits

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 clear examples of how you meet the essential and desirable 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	In-depth knowledge of providing social care in either a paid or voluntary capacity.	1,2
	Experience of working with SEND Services	1,2		
Skills/Abilities	Demonstrable communication and listening skills - able to communicate at all levels, whilst remaining patient and non-judgemental. Able to adapt well to different situations and scenarios, influencing others both internal and external to account..	1,2	Interview technique skills	1,2
	Proven ability to achieve consensus in representing their own professional view as one among several, perhaps competing, views or approaches	1,2		
	Demonstrable ability to work in conjunction with professionals from own and other agencies and to engage and work in partnership with mothers, fathers and other carers and with children and young people in order to agree and carry out planned work.	1,2		
	Able to undertake complex assessments alongside families and to prepare clear and concise plans and reports relating to the needs and protection of children.	1,2		

	Demonstrable ability to organise workload and carry out tasks on own initiative. Able with guidance to make decisions where issues of child protection and family support are paramount. Proven ability to work effectively in partnership with others and towards joint goals. Proven ability to innovate and improve services, plan service delivery and prioritise workloads. Proven ability to use IT applications in carrying out the work of the service.	1,2 1,2 1,2 1,2		
Equality Issues	Demonstrable ability to identify discrimination and take appropriate action to promote equal opportunities.	1,2		
Specialist Knowledge	Demonstrable knowledge of children & young people's development and behaviours and the impact on the wider family network.	1,2	Specialist knowledge of Child Sexual Exploitation	1,2
Education and Training	Minimum level 3 qualification in childcare, social work, social care, counselling, youth work or education or equivalent associate job experience.	1, 4	A qualification relevant to an area of specialised training, e.g. DipSW, NNEB, BEd, NVQ Level 3, Family Therapy, Nursing or equivalent experience or training. Willingness to undertake specialist training such as domestic violence, children with learning difficulties.	1,2
Other Requirements	Able to travel to work with young people / families in their homes or in education settings as required. Able to work flexibly with some early/mornings and later evenings.	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 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 (2021).