

Job Description

Title: Family Support Worker for the Multidisciplinary Specialist Team (AP MDST) Secondment opportunity/fixed term post to 31 March 2027

Post no: PREF105084

Department: Children, Families and Education

Division: The Inclusion Service

Responsible to: Multidisciplinary Specialist Team Coordinator

Grade: L6

Purpose of post

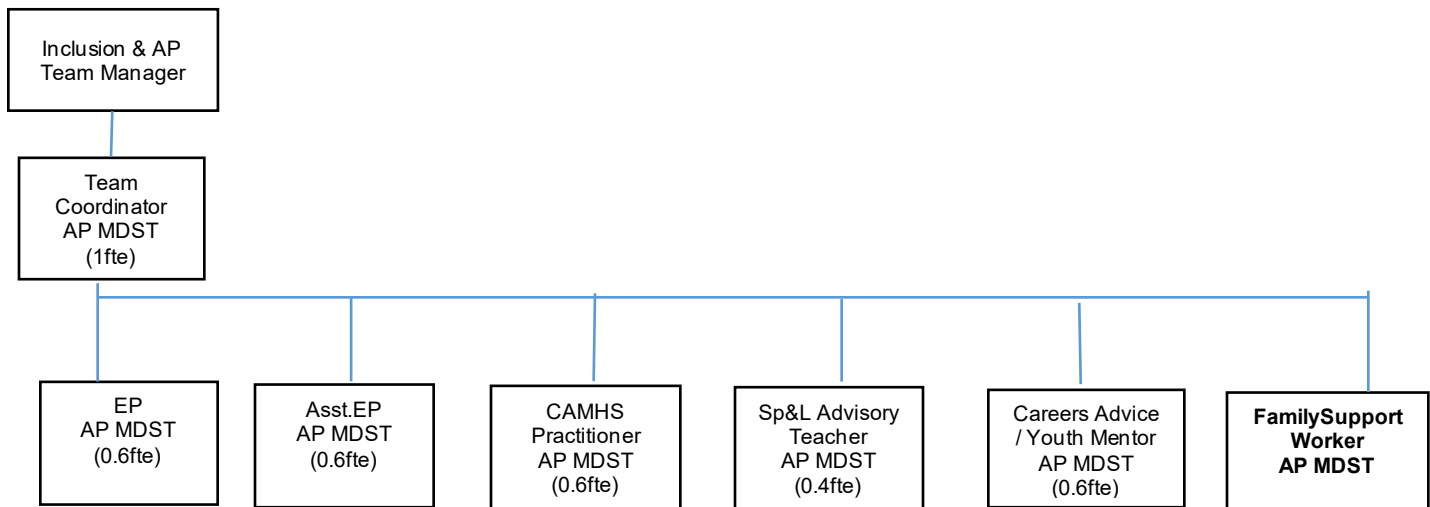
- To provide a comprehensive service to children, young people and their families
- To support families based on an assessment of need in order to improve outcomes for children and young people.

All staff will be expected to promote team working within their particular staff group/service and also across the wider Children's directorate as a whole, with corporate colleagues, with staff from other agencies and representative groups and working with elected members as appropriate.

Additionally, key relationships for this post will be:-

- Alternative Provision Multidisciplinary Specialist Team (AP MDST)
- Schools/Education Providers
- Children's Social Care
- Youth Partnership Service
- Probation Services
- Health Services
- Statutory and Independent agencies involved in the provision of services to children, young people and families.

Organisation chart



Principal responsibilities

- Work as part of the AP Multi Disciplinary Specialist Team. Attend and contribute to all AP Multi Disciplinary Specialist Team meetings and case discussions, offering input around supporting complex families **10%**
- 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, collaborating with other agencies on the basis of agreements reached with family members and the multi-agency team. 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, specifically relating to Special Educational Needs and Disabilities (SEND) and Social Emotional Mental Health (SEMH). **15%**
- 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 parents / carers and young people 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. **15%**
- 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 with professionals, schools and the APMDST including social care, to 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, Youth Partnership Service 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, promoting positive family relationships, and promoting the safeguarding and welfare of children and young people at all times. **10%**
- 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%**
- Participate in regular 'buddy' sessions with counterpart in children's social care and training as relevant to the role. Keep up to date with any changes in relation to Luton's Families First Programme practice framework processes and guidance. Undertake any other duties and responsibilities that fall under your remuneration directed by management. **10%**

Dimensions

Supervisory management: None

Financial resources:

Physical resources:

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

Context

This is an exciting opportunity for an outstanding Family Support Worker to become part of our Alternative Provision transformation. The post will be located in the Children, Families and Education Directorate in the Education services to overcome barriers to attending school. It will be part of the DFE SEND and AP Change programme, where there is the chance to advance educational support on offer for children and young people with Social, Emotional and Mental Health difficulties through a 3 Tier model.

An opportunity has arisen for a newly created position of Family Support Worker – Alternative Provision Multidisciplinary Specialist Team (APMDST) in Luton's Inclusion Service. Initially the post will be based on a 6-month Fixed term Contract, or a secondment will be considered **ending 31 March 2027**, with the possibility of extending.

As Family Support Worker, you will provide highly engaging, relevant and innovative support to families of children and young people accessing provision through the APMDST.

Tier 1- Targeted support in mainstream schools (AP specialist early interventions and support to help at-risk pupils stay in mainstream school).

Tier 2- Time-limited placements (Short-term placements in AP schools to assess and address pupil's needs, with the expectation of return to their mainstream school).

Tier 3- Transitional placements (Placements in AP schools for pupils who need support to move on to a new mainstream school or sustained post-16 destination).

The APMDST 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 parents / carers / families where their children and young people are experiencing challenges at home and school. They will have the ability to work with 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 with clients in their home, in an office or from home and in schools. 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: Client's home, Office, home or school

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.

Essential	Desirable	How measured
Demonstrable experience of working with parents / carers, families and young people in a social care, educational or health care setting Experience of working with SEND Services	In-depth knowledge of providing social care in either a paid or voluntary capacity.	1,2
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. Proven ability to achieve consensus in representing their own professional view as one among several, perhaps competing, views or approaches	Interview technique skills	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. (C) Able to undertake complex assessments alongside families and to prepare clear and concise plans and reports relating to the needs and protection of children (C) 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. (C) 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.		
Demonstrable ability to identify discrimination and take appropriate action to promote equal opportunities (C)		
Demonstrable knowledge of children & young people's development and behaviours and the impact on the wider family network. (C) Demonstrable knowledge of SEND / SEMH / trauma informed practices (C)	Specialist knowledge of • Contextual Safeguarding • Special Educational Needs & Disabilities • Social Emotional Mental Health	1,2
Minimum level 3 qualification in childcare, social work, social care, counselling, youth work or education or equivalent associate job experience.	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.	1,2

	Willingness to undertake specialist training such as domestic violence, young people with SEMH	
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 starts / later evenings.		

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)