

## JOB DESCRIPTION

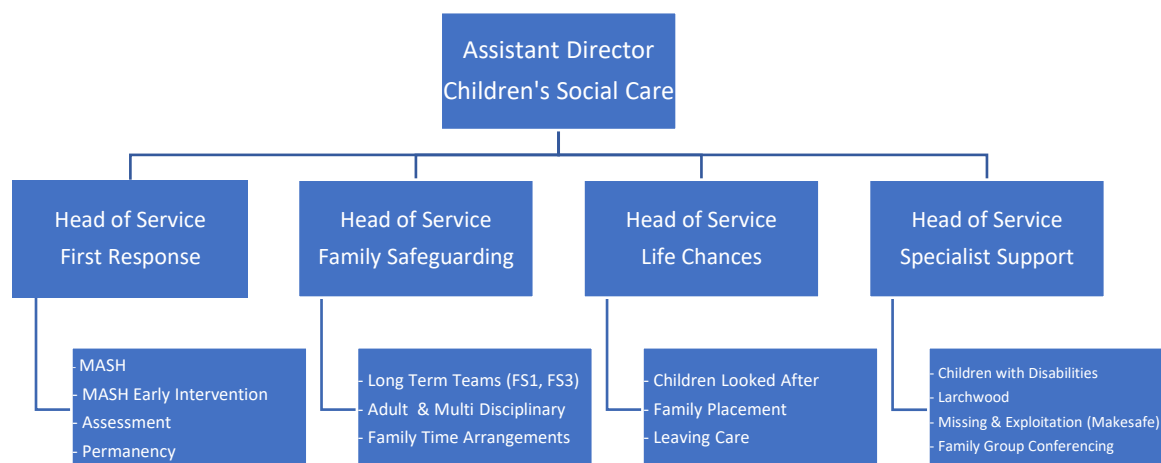
<b>Job Title:</b>	Family Worker – Assessment Team		
<b>Directorate:</b>	People	<b>Salary:</b>	£29,093 – £34,314 plus £706 London weighting and £963 Essential Car User allowance
<b>Section:</b>	Children's Social Care	<b>Grade:</b>	BG-H SCP 15 - 24
<b>Location:</b>	Time Square	<b>Work Style:</b>	Flexible

### Key Objectives of the role

- To work as part of a team within Children's Social Care providing services for children and young people and their parents/carers, ensuring children's views are heard.
- You will be required to hold cases and be responsible for identified tasks including supervising contact sessions as well as work on other workers' cases, as directed.
- The purpose of the role is to provide support to families to enable children to remain cared for within their families, where it is safe to do so, or to maintain them in placement, and the support provided will include both practical support as well as programmes of planned intervention.

### Designation of post and position within departmental structure

The post will report into an Assistant Team Manager of the Assessment team.



### Daily and monthly responsibilities

1. To facilitate and supervise contact for children separated from their parents and other family members during the course of care proceedings.
2. To hold a caseload of family support cases where the focus of the work is to enable the family to maintain or improve the child's development. To support social workers by assisting with multi-agency checks and supporting social workers in their assessment of children and families, undertaking joint visits and direct work.
3. To undertake pieces of work on other social workers cases, such as group work, family work or individual direct work with a child, young person, parent or carer. This may include families where the child is Looked After or subject to a Child Protection Plan. The work may include planned assistance such as brief therapy, budgeting, parenting skills, independent living skills and other aspects of family life as appropriate, as well as providing practical assistance such as driving, escorting, delivery of equipment and supervising contact between children and adults as required.
4. To contribute to the Multi-Agency Safeguarding Hub (MASH).
5. To take part in meetings which agree and review assessment and intervention programmes with families and ensure that activities planned for children and adults are designed to meet these goals. This will include planning and carrying out home-based and / or community-based programmes with families when required. This work may include group work and / or training sessions as well as work with individual children and adults.
6. To contribute to parenting/carers assessments on family support cases which have been identified as low need.
7. To prepare information and reports for a range of meetings as required as well as maintaining records in line with departmental policy.
8. To liaise and co-work with other professionals and agencies to meet and co-ordinate the response to the needs of service users ensuring confidentiality and security of information and share with other agencies as appropriate.
9. To be aware of, and to put into practice, Bracknell Forest Council's policies on child protection, equal opportunities and anti-discriminatory practice.
10. Encourage user involvement and feedback and be involved in the evaluation process of services provided.
11. To attend and prepare for regular supervision with your supervisor, utilise critical reflection to be able to set clear goals and intervention strategies.
12. To aspire in everything you do, these are our ASPIRE priorities:
  - i. Always respect timeliness
  - ii. Smart impactful planning
  - iii. Purposeful visits to families
  - iv. Impactful, collaborative assessments
  - v. Reflective supervision
  - vi. Engaging with children – Always ask yourself “what is life like for this child?”
13. To make effective use of time and be able to prioritise workload.
14. To provide cover for the work of other team members and other additional duties commensurate with the level of the job. (The nature of these will vary according to experience, competencies and the grade of the post).

## Scope of role

Working within the policy and legislative framework of Children's Social Care.

All employees working with children, young people and vulnerable adults:

- have a responsibility for safeguarding and promoting their welfare
- must demonstrate a commitment to the principles of participatory practice and the involvement of young people in decisions which affect them.

The postholder has no budgetary or staff supervision responsibilities.

Commitment to the Council's Equal Opportunities policy at all times

Commitment to working within the bounds of the Data Protection Act and GDPR legislation at all times

Such other duties as may from time to time be necessary, compatible with the nature of the post. It should be noted that the above list of main duties and responsibilities is not necessarily a complete statement of the final duties of the post. It is intended to give an overall view of the position and should be taken as guidance only

## PERSON SPECIFICATION

KEY CRITERIA	ESSENTIAL	DESIRABLE
<b>Skills and qualifications</b>	<p>Experience or training in working with children and young people and their families.</p> <p>Evidence of good administration and ICT skills.</p> <p>Educated to at least A level or equivalent.</p>	<p>Experience of working directly with children and their families.</p> <p>BTEC in Social Care (Certificate or Diploma) or equivalent.</p> <p>NNEB</p> <p>NVQ 3</p>
<b>Competence Summary</b> (Knowledge, abilities, skills, experience)	<p>Understanding of and commitment to the requirements of safeguarding children, young people, vulnerable adults and promoting their welfare.</p> <p>Knowledge of child development and children's age-related needs or capacity to learn this.</p> <p>Ability to plan and evaluate work with children.</p> <p>Ability to listen to children and young people, ensuring their views are heard.</p> <p>Good interpersonal skills, including working with service users who may be distressed or angry.</p> <p>Negotiating skills.</p> <p>Able to work within policies and procedures.</p> <p>Understanding of and commitment to the principles of participatory practice with children and young people.</p> <p>Knowledge and understanding of data protection legislation and requirements.</p> <p>Relevant experience of working within a local authority or similar setting where confidentiality is paramount.</p> <p>Attention to detail/accuracy.</p>	<p>An awareness of the Children Act 1989/ 2004 and the Children and Families Act 2014.</p> <p>Experience and understanding of multi-agency working.</p> <p>Experience of working within a Children's Social Care setting.</p> <p>Motivational Interviewing.</p> <p>Training or experience in one or more of the following:</p> <ul style="list-style-type: none"> <li>• Brief / solution focused therapy</li> <li>• Family therapy/family work</li> <li>• Direct work with children</li> </ul>

<b>Work-related Personal Requirements</b>	<p>Ability to work as part of a team.</p> <p>Resilience and the proven ability to work under pressure in order to deliver to deadlines and performance targets.</p> <p>The post holder must hold a full UK driving licence (or valid equivalent). Non-UK licences must be converted to UK licences in the first six months of employment.</p>
<b>Other Work Requirements</b>	<p>A satisfactory enhanced Disclosure and Barring Service check.</p> <p>This role has been identified as public facing in accordance with Part 7 of the Immigration Act 2016; the requirement to fulfil all spoken aspects of the role with confidence in English applies.</p> <p>This post is exempt from the Rehabilitation of Offenders Act 1974.</p> <p>Commitment to equality and diversity and demonstrable understanding of how it impacts on the role and outcomes for under-represented groups.</p> <p>Commitment to safeguarding and can demonstrate an ability to contribute towards a safer working culture.</p> <p>Able to work outside office hours on occasions.</p>
<b>Role models and demonstrates the Council's values and behaviours</b>	<p>Our values define who we are. They outline what is important to us. They influence the way we work with each other – and the way we serve our residents and engage with our communities.</p> <p>We make our values real by demonstrating them in how we behave every day.</p>

**All staff should hold a duty and commitment to observing the Council's Equality & Dignity at Work policy at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and Council policies/procedures.**

