

FAMILY SUPPORT WORKER – PATHWAYS

JOB DESCRIPTION

Job Title: Family Support Worker

Reporting to: Head of Service

Main Purpose of Job:

- To Develop and maintain effective partnership working with parent carers with a commitment to safeguarding and promoting the welfare of children and young people.
- To work alongside the link specialist teacher and wider transdisciplinary team to provide and co-ordinate interventions to meet identified support needs of families in the home and community.
- To facilitate and deliver support identified by the transdisciplinary team to improve family dynamics and relationships.

Main Responsibilities

- To offer emotional and practical support to parent carers and families of children and young people who are experiencing Emotional Based School Avoidance and who are not currently attending an educational setting.
- To understand the context of what led to a child or young person becoming an emotional based school avoider.
- To ensure that you have an understanding of, and comply with, Chadsgrove School Support Services' procedures for promoting and safeguarding the welfare of children and young people.
- To build a trusting relationship with parent carers, child or young person to help alleviate or break their social isolation.
- To build up knowledge and understanding of local resources and community statutory services, including Mental Health Teams, Social Services, Health, CAMHs, Schools and Voluntary services, and, in conjunction with the link specialist teacher, communicate effectively with them in the best interests of the child/young person and family.
- To work alongside colleagues (internal and external) to assess the needs of the families referred for support and participate in the reviews and evaluation of work.
- To comply with Chadsgrove School policies and specific Chadsgrove School Support Services operational procedures e.g. safeguarding, loan working.
- To work flexibly as will be required by the needs of the service and carry out any other reasonable duties as required.

- Ensure all paperwork, reports and feedback are produced in a timely fashion and that individual pupil/family feedback is ready to share at the weekly internal Team Around (ITAC) meeting
- To evidence Chadsgrove School Support Services' values at all times: *We Share, We Care, and We Deliver*.
- To develop and use a range of innovative approaches to effectively engage with and develop provision for families, especially those who are hard to reach, complementing the Pathways approach.
- Anything else deemed appropriate by the Head of Service in order to carry out the role effectively.

| | Criteria | |
|---|-----------|-----------|
| | Essential | Desirable |
| Children's Social Care Processes | ✓ | |
| Experiences of using database/SharePoint for recording, maintaining monitoring and retrieving information | | ✓ |

| Work Based Knowledge: A working knowledge and understanding of: | Criteria | |
|---|-----------|-----------|
| | Essential | Desirable |
| Child Protection and Safeguarding | ✓ | |
| Child development and the impact on children from issues such as domestic violence, substance misuse and parental mental health | ✓ | |
| Outcomes based approach to measuring performance | ✓ | |
| Equal opportunity and diversity in assessing and responding to the needs of children/young people and families | ✓ | |

Family Support Worker – Pathways Team Person Specification

| Qualifications | Criteria | |
|---|-----------|-----------|
| | Essential | Desirable |
| NVQ Level 3 qualification in Childcare, Health or Social Care or equivalent | ✓ | |
| Experience | | |
| Professional experience of engaging in family support with vulnerable families | ✓ | |
| Experience of providing home visits and facilitating group sessions | ✓ | |
| Experience of running family support programmes and parenting courses | ✓ | |
| Practical experiences of identifying innovative ways to engages with hard to reach families | | ✓ |
| Experience of working within a multi-agency team, interagency settings and the Early Help/TAC process | ✓ | |

| Skills | Criteria | |
|--|-----------|-----------|
| | Essential | Desirable |
| Proficient in Microsoft: Word, Excel, Outlook | ✓ | |
| Excellent interpersonal and communication skills-effective in a variety of settings and range of people | ✓ | |
| Responsive to direction and challenge | ✓ | |
| Effective persuading, communicating and interpersonal skills to gain commitment, confidence and compliance | ✓ | |
| Proficient time management skills | ✓ | |
| Proficient data collection and data sharing skills | ✓ | |

Special Job Circumstances

This post has the following special circumstances:

- A car driver and access to a car for work purposes
- Regular travel across the county and, at times beyond.
- Loan working requirement
- Occasional national and regional travel
- Flexible approach to hours; this can include early evenings work at times