

Job Description

For Non-Streamlined Safeguarding Positions

This form is used to provide a complete description of the specific job (or role) and defines the skills, knowledge and abilities required to undertake the specific and generic role profile.

Section A: Specific Role Profile

The specific role profile provides key information relating to the salary and working conditions e.g. location of a job, along with the current focus of the job role and a brief description of the main duties.

Role Details

Job Title:	Family Practitioner	JEID	L0504
Salary Grade:	Scale I		
Team:	<i>Family Help / Youth Justice</i>		
Service Area:	Children and Families		
Primary Location:	Countywide (may be located anywhere in the county)		
Political Restriction	This position is not politically restricted.		
Responsible to:	Consultant Social Worker/Team Manager		
Responsible for:	Own practice		

Role Purpose

To complete statutory assessments and act as the Family Practitioner working with families and other professionals through Targeted Early Help and Child in Need support (Family Help), including young people, victims and parents/carers as required by the Crime and Disorder Act (Youth Justice) .

To manage a caseload including undertaking detailed assessments of children's needs in accordance with Warwickshire's policies and procedures and working collaboratively and restoratively, supporting families to create effective plans which are renewed in a timely manner. Direct work with children and families is crucial to ensure the voice of the child is paramount within plans and interventions

Within YJS, this will include the management of court orders imposed on young people and parents in line with the Youth Justice Board's National Standards which will, at times, include attending referral order panels and breach proceedings. Manage voluntary interventions, prevention cases and out of court disposals.

Role Responsibilities

- To support the implementation of and work within a multi-agency team around the family including social workers, multi-agency partners and families, providing practical and emotional support, promoting a strong culture of collaboration built through joint working and a shared vision in supporting the child and family via the family/Youth Justice (APIS) plan.
- To respond to complex issues and situations with multiple alleged perpetrators and victims, which may have a significant impact on children, families and local communities.
- To work as part of a multi-agency team that can be located and/or providing services anywhere in the county including, where appropriate, assist a social worker, probation officer, police and education workers to deliver the services identified as part of a family plan.
- Prepare reports for various meetings and to present to a variety of professionals in a variety of settings and may be required to attend to give evidence in legal proceedings as required, including reports and attendance for court for children/young people who have offended
- Co-ordinate, chair and attend planning/networking/reviews/case conference meetings to maximize communication and planning including Child in Need Reviews
- Provide the right practical and emotional support at the right time for families, using a restorative and relational approach utilising the voice, needs and wishes of the family alongside locality data to ensure local context and needs are considered.
- Contribute to the learning of others by providing training and support to colleagues.
- Delivery of direct work with parents and children through their plans of support including seeing young people or parents in crisis, attending police interviews as appropriate adult with young people and finding emergency accommodation for young people.
- Developing and maintaining strong partnerships with other services and agencies to deliver a holistic service to families with complex needs, including young people at risk of offending.
- To act as a positive role model for parents/carers in a range of contexts including groups, drop in sessions, 1-1 work.
- To deliver evidence based interventions on an individual and group basis, with consent from the family that are proportionate to the needs of the child and the family.
- To provide signposting information and direct advice and guidance to families on child development and parenting using evidence-based practice.
- To work within the Procedures of Warwickshire Safeguarding Children's Board and County Council in order to effectively safeguard and protect children.
- To demonstrate accountability, within the prevailing legislative framework and council policies and procedures with supervision of the line manager.
- To have responsibility for safe and appropriate working practices, including home visiting or lone working.
- To complete recording, monitoring, planning and evaluation systems in line with Service processes and requirements.
- To attend and participate in all team meetings, multi-agency meetings and all training and development activities required.
- To maintain an up to date knowledge within their areas of specialism, including relevant policies and legislation and ensure that it is shared and promoted appropriately.
- To utilise robust critical thinking skills, to inform assessments, care plans and decision making.
- To undertake other duties that the County Council shall from time to time require that are commensurate with the grading of the post.

Section B: Person Specification

The person specification provides a list of essential and desirable criteria (skills and competencies) that a candidate should have in order to perform the job.

Each of the criteria listed below will be measured through; the application form (A), a test / exercise (T), an interview (I), a presentation (P) or documentation (D).

Essential Criteria

Assessed
By:

Commitment to anti-discriminatory practice, safeguarding and confidentiality.	A, I
Understanding of safeguarding and child protection responsibilities.	A, I
Ability to work well as a team and with other colleagues, including managers and other multi-agency workers.	A, I
Minimum of 1 year experience of demonstrably effective continuous Family Support Work or working with young people in the Youth Justice Service coupled with delivery of specialist interventions, partnership work and supervisory duties.	A, I
A Relevant Child and family qualification to Level 3 with evidence of substantial experience as a family support worker or a NVQ Level Four or equivalent qualification in a relevant Child & Family / Youth Justice subject	A, I
An understanding of family dynamics and child development and how parenting affects the development of the child, as evidenced in case examples.	A, I
Experience of delivering effective parenting guidance and support and demonstrably improving parents/ carers' confidence and skills.	A, I
Ability to work under a high degree of pressure including meeting unpredictable deadlines and dealing with conflicting demands.	A, I
Ability to communicate fluently, in writing and verbally with a range of people from diverse backgrounds and professions.	A, T, I
Ability to use own initiative appropriately to respond independently to problems and unexpected situations within defined boundaries of work, as agreed in supervision.	A, I
Ability and experience to cope with significant emotional demands, caused by contact with the most vulnerable children and families.	
Proven track record of continuous professional development in relevant disciplines	A, I, D
Ability to develop and maintain partnerships with internal and external services and organisations to secure best possible outcomes for children.	A, I
Understanding of highly complex needs and issues that children and families may experience, and an in-depth knowledge of and ability to deliver specific evidenced based interventions that are proven to enable and sustain change.	A, I
Excellent interpersonal and communication skills.	A, I
A solution focussed approach to overcoming barriers and achieving desired outcomes.	A, I
Ability to travel across the county. Holds a full clean driving licence with and appropriate insurance cover for business use and has full access to an appropriate vehicle.	A, I, D

Ability to work on a flexible basis.	A, I
Satisfactory check through the Disclosure and Barring Service.	D

Desirable Criteria

Assessed
By:

NVQ Level 3 or above or other equivalent qualification in Social Care (Children/ Young People) or Child Care fields	A, I
Trained/ Qualified in a relevant specialist area, e.g. mental health, domestic abuse.	

Section C: Working Conditions

The working conditions relate to those non-contractual elements of the job that may impact on the holder of the position, as well as those workplace-based responsibilities that are part of this job. These are not contractual but provide a guide to the working conditions and the potential hazards and risks that may be faced.

Health & Safety at Work

To take responsibility for your own health, safety and wellbeing, and undertake health and safety duties and responsibilities for your role as specified within Warwickshire County Councils Health and Safety Policy, and all other relevant health and safety policies, arrangements, procedures, systems of work as specified for the post/ role.

Potential Hazards & Risks

The potential significant hazard(s) and risk(s) for this job are identified below (those ticked). The purpose of recording this information on the job description is so that the health status of the potential and actual post-holders can be assessed with regard to the significant hazards and risks. These hazards and risks should be based on the appropriate activity, process and/or operation risk assessment whereby all of the significant risks are identified, recorded and appropriately controlled. The list below is therefore not an exhaustive list because it is the risk assessment that details all significant risks that could arise out of or in connection with the work activity, but any others will be identified in the 'other' section.

<input type="checkbox"/> Provision of personal care on a regular basis	<input type="checkbox"/> Driving HGV or LGV for work
<input type="checkbox"/> Regular manual handling (which includes assisting, manoeuvring, pushing and pulling) of people (including pupils) or objects	<input type="checkbox"/> Any other frequent driving or prolonged driving at work activities (e.g. long journeys driving own private vehicle or WCC vehicle for work purposes)
<input type="checkbox"/> Working at height/ using ladders on a regular/ repetitive basis	<input type="checkbox"/> Restricted postural change – prolonged sitting
<input checked="" type="checkbox"/> Lone working on a regular basis	<input type="checkbox"/> Restricted postural change – prolonged standing

<input type="checkbox"/> Night work	<input type="checkbox"/> Regular/repetitive bending/ squatting/ kneeling/crouching
<input type="checkbox"/> Rotating shift work	<input type="checkbox"/> Manual cleaning/ domestic duties
<input type="checkbox"/> Working on/ or near a road	<input type="checkbox"/> Regular work outdoors
<input checked="" type="checkbox"/> Significant use of computers (display screen equipment)	<input checked="" type="checkbox"/> Work with vulnerable children or vulnerable adults
<input type="checkbox"/> Undertaking repetitive tasks	<input checked="" type="checkbox"/> Working with challenging behaviours
<input type="checkbox"/> Continual telephone use (call centres)	<input type="checkbox"/> Regular work with skin irritants/ allergens
<input type="checkbox"/> Work requiring hearing protection (exposure to noise above action levels)	<input type="checkbox"/> Regular work with respiratory irritants/ allergens (exposure to dust, fumes, chemicals, fibres)
<input type="checkbox"/> Work requiring respirators or masks	<input type="checkbox"/> Work with vibrating tools/ machinery
<input type="checkbox"/> Work involving food handling	<input type="checkbox"/> Work with waste, refuse
<input type="checkbox"/> Potential exposure to blood or bodily fluids	<input checked="" type="checkbox"/> Face-to-face contact with members of the public
<input type="checkbox"/> Other (please specify):	