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| **Version control: 4/02/2025** |
| **Role title: Family Support Worker – Hall Green District** |
| **Salary: £27,705pa** |
| **Role Purpose:** To work with families 0-5 within the 0-19 model, with flexibility for 5-19 and a “whole family approach” Including pre-birth, to provide Early Help interventions to meet identified needs of families both in their home on a one-to-one basis and in other settings, using group work. |
| **Main functions**1. To empower families to engage in support, enabling a person-centred solution-focused approach to family support where the service user guides the package of support.
2. Conduct comprehensive assessments to understand the needs, strengths and challenges of families accessing the service.
3. To support families with identified support needs, holding a caseload and taking part in case supervision.
4. To provide families with information, advice and guidance and signposting on various issues.
5. To provide family support drop-in sessions enabling families to access support.
6. To identify barriers to accessing services within the local community and contribute to overcoming these barriers for all target and disadvantaged groups.
7. To use a solution-focused approach when working with families who are resistant to engage with the service ensuring the child’s welfare remains paramount at all times.
8. To facilitate and deliver support and interventions which improve parental capacity and family relationships for families with under 5s within the 0-19 model, with flexibility for 5-19 and a “whole family approach”.
9. To develop programmes of work with families which produce the outcomes required in assessments or plans.
10. To ensure effective Child and parent engagement and Child’s Voice is paramount in any decision-making.
11. To refer families to specialists and other services when appropriate and with consent in accordance with required protocols and monitor family progress and engagement with referred services.
12. To provide guidance and support on childcare, child development, child safety, nutrition, and early education.
13. To deliver group intervention programmes that may include evidence-based programmes: i.e. parenting, domestic abuse etc
14. To attend multi-agency meetings as required and provide reports.
15. Maintain accurate and confidential records of family interactions, services provided and outcomes achieved.
16. To plan, and coordinate Antenatal/ Perinatal Mental Health Interventions.
17. To engage with local partners and communities to promote public health messages in relation to Infant Feeding.
18. To ensure appropriate referral and signposting of women for breastfeeding support when necessary.
19. To provide support to women who are breastfeeding, encouraging the development of group support as required.
20. Communicate key messages about breastfeeding; in relation to attachment and bonding with their baby, providing support in a clear and empathetic manner as required
21. Maintain effective links with internal and external support services, staying up to date with available support services in relation to emotional health and well-being.
22. To lead on planning, delivery and evaluation of services, in relation to the emotional health of parents, including co-production.
23. To work directly with individual parents and children to provide structured intervention and support around emotional health/well-being and behaviour.
24. To work flexibly and deliver services across the service as directed and to undertake any other duties commensurate with the role and responsibilities of the post as agreed with your line manager
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| **Person spec - Essential criteria** |
| **Experience** | * Relevant experience of delivering family support interventions where there are children from pre-birth to five
* Experience of undertaking assessments of families’ needs and of developing plans to meet outcomes.
* Experience of recording and report-writing in a family support context
* Experience of partnership working with professionals in relevant agencies
* Experience of working with parents and families and understanding and responding to their needs in order to improve outcomes for their children
* Experience of Identifying safeguarding issues in families and making referrals as appropriate
* Experience of delivering services in a Children’s Centre, Community or Health related setting
* Experience in providing individual support to families with under 5s who are affected by a range of issues which can include: disability; domestic abuse; welfare rights; parenting; safeguarding; drug and alcohol dependency and family mental health
* Experience in working with families and other agencies to develop and co-ordinate the delivery of a shared support plan.
* Experience of providing home visits and facilitating group sessions
* Experience of providing evidence-based parenting programmes
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| **Knowledge** | * Knowledge of issues facing families living in areas of disadvantage and how family support interventions can improve outcomes for children.
* Knowledge of the Early Help process and fulfilling the role of Lead Professional, where appropriate
* A working knowledge and understanding of Safeguarding and Child Protection Procedures
* Up to date with latest good practice and evidence based models
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| **Skills** | * Skilled in undertaking observations of family functioning and producing assessments of need leading to interventions which improve outcomes for children under 5 and their families
* Skilled in the use of recording systems and the ability to learn electronic recording
* Excellent communication skills with families in community settings
* The ability to ensure communication which enables working in partnership with families
* Skilled in reflective practice
* The ability to review, analyse and evaluate own and team practice and share skills and learning
* Skill in developing and using a range of 1 to 1 and group approaches to effectively engage with families, especially those who are hard to engage
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| **Qualifications and Training** | * GCSE Maths and English at Grade C or above
* NVQ 3 Health & Social Care or Working with Parents or equivalent
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