



Role title: Senior Family Support Worker

Role Purpose:

- To supervise Families Support Workers within the allocated district to provide targeted support to vulnerable and complex 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.
- To act as a Designated Safeguarding Lead
- To support the Family Support Workers in sustaining positive outcomes for children and their families through the development of productive working relationships with your direct reports, colleagues and multi-agency partners and the implementation of one-to-one support and group programmes with identified outcomes

Main functions

1. To support the Children and Family Support Manager to deliver the team objectives, deputising in their absence.
2. To provide supervision and day-to-day support to Children and Family Support Workers and to act as a duty manager on site as part of a rota with other senior colleagues.
3. To support Children and Families Support Workers 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.
4. To support and oversee comprehensive assessments undertaken by the team to understand the needs, strengths and challenges of families accessing the service.
5. To conduct case supervision to ensure children's and families' identified needs are being met through various interventions.
6. To ensure the team are providing up-to-date and current information, advice guidance and signposting on various issues to families.
7. To manage family support drop-in/duty sessions enabling families to access support.
8. To identify barriers to accessing services within the local community and contribute to overcoming these barriers for all target and disadvantaged groups.
9. To support the team in 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.
10. To manage and develop a range of innovative approaches to effectively engage with and develop services for families, especially those who are hard to reach, complementing the services' vision for best outcomes for families 0-5 within the 0-19 model, with flexibility for 5-19 and a “whole family approach” which includes on-going and sustained development of Family Hub.
11. To participate in allocation meetings and to ensure robust systems are in place to monitor and track all relevant documents relating to allocation meetings.
12. To deliver group intervention programmes that may include evidence-based programmes: i.e. parenting, domestic abuse, etc
13. To support the team in developing programmes of work with families which produce the outcomes required in assessments or plans.
14. To ensure effective Child and parent engagement and Child's Voice is paramount in any decision-making through the allocation process, case supervision, multi-agency meetings and when producing reports..

15. To support the team and advise on where 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.
16. To provide guidance and support on childcare, child development, child safety, nutrition, and early education.
17. To Ensure accurate and confidential records of family interactions, services provided and outcomes achieved are recorded by the team.
18. To work with the District Family Support Manager to ensure quality audits and inspections are prepared for and participated in as required to ensure the expected service deliverables are achieved (e.g. Ofsted inspections, Safeguarding Audits).
19. To support the team in delivering Antenatal/ Perinatal Mental Health and Infant Feeding Interventions. Ensuring key Public health messages are embedded in services.
20. To work closely with other departments/services within the Trust/Project-wide
21. 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

Person spec - Essential criteria	
Experience	<ul style="list-style-type: none"> • 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 • Experience of Supervising and case management
Knowledge	<ul style="list-style-type: none"> • 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
Skills	<ul style="list-style-type: none"> • 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

	<ul style="list-style-type: none"> • 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
Qualifications and Training	<ul style="list-style-type: none"> • GCSE Maths and English at Grade C or above • NVQ 3 Health & Social Care or Working with Parents or equivalent