

Recurrent Care Proceedings Practitioner

Service	Reporting to	Location	Grade
Strengthening families – Early Help	Team manager and service manager	City Wide	3A

About the role

- As a practitioner you will value and actively contribute to the vision of Strengthening families
- You will work effectively as a team member to ensure fidelity and integrity to the Strengthening Families model
- You will be able to use your own initiative, work independently and as part of a team, often in an outreach setting within Salford and out of area
- You will be able to demonstrate resilience, and have a solution focused approach to issues that arise, working with children and families, to help them rebuild relationships, reduce their risks and build on their strengths
- You will work effectively as part of a wider multiagency team to ensure that the needs of children and families are met, providing intensive bespoke packages of support and interventions
- You will support and help parents to build the social and emotional skills of their children and support the early development of their children ensuring they are school ready
- You will support parents in areas of their lives which involves developing life skills, forming relationships, physical and emotional health, keeping safe, education, training, employment and accessing appropriate housing
- You will be able to work within a flexible framework in order to meet the demands of the service outside of usual hours and travel as required
- You will undertake an effective, flexible, intensive outreach approach to engage and support SF families
- You will have unique mindset believing that everyone is capable of positive change, showing empathy, honesty and authenticity and understand the impact of trauma
- Represent Strengthening families at events and be part of the Community of Practice network, attending training, learning events and be part of a learning culture
- You will ensure a common practice evidenced based framework is applied in assessing and identifying individual and families strengths and needs, Family partnership Model
- You will maintain effective recording systems ensuring all records are up to date and accurate, ensuring we have captured the voice of the family and evidenced change and outcomes
- You will maintain an up to date knowledge of significant developments in cases allocated to the team in order to support the wider team
- You will contribute to the monitoring and evaluation of the programme by completing regular interviews with families
- You will participate in reflective practice discussion which continues to support and develop the team, build resilience and have healthy professional boundaries

Job code:
Job score:
Date of evaluation:

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- You will demonstrate an awareness and knowledge of child protection and safeguarding procedures and participate in assessing and managing risk through statutory and local protocols

Key outcomes

- You will encourage and support children and their families to make steady progress and achieve their full potential, by giving them the skills to meet their own individual needs, in a safe, caring and trusting environment
- You will support families by creating a greater stability for children and prevent removals from birth families
- You will reduce risk for children by helping mothers and fathers to become better parents
- You will increase wellbeing and resilience, improve school readiness and support better mental health for children and adults
- You will encourage and support families to build a positive future for themselves and avoid further child removals

What we need from you

- Have a relevant professional qualification Level 3 in child development, health or social care
- You will have previous experience of working with children and families
- You will be required to undertake and complete relevant training identified within the model
- Demonstrate knowledge of Trauma informed practice, strength based and solution focused strategies to support families to change
- Ability to communicate equally, appropriately and effectively with the widest range of individuals and groups, in potentially highly distressing and emotional circumstances
- Willingness to flexibly work outside of standard office hours as required by the needs of the service
- You will be a good listener, have patience, understanding empathy and passion to work within the strengthening families service
- You will support parents to manage their own behaviour both individually and in a group setting by the use of effective positive professional relationships
- You will promote good emotional and physical health for our children and families working in partnership with other agencies to best meet their needs
- Demonstrate a willingness to engage in reflective practice and commit to ongoing personal and professional development
- You will regularly reflect on practice (both on your own and general operating practices) and take full advantage of professional supervision and appraisals
- To contribute to reports and undertake detailed assessments, identifying families strengths and challenges and evidencing progress, in order to develop appropriate interventions
- You will work holistically, ensuring all family members and extended family are included in the wrap around support that's offered to our parents and children
- You will support families in a strengths focused approach ensuring they receive the right service at the right time.

- You will initiate, plan and co-ordinate services, which includes taking a lead role in Team around the family
- Work within guidelines to identify and manage risk, utilizing other professionals expertise when needed.
- You will be able to demonstrate awareness of relevant legislation and adhere to local safeguarding policies and procedures
- You will have a good level of competency in basic computer skills, including the use of Word, databases, the internet and email, having regard to the GDPR associated policies
- You will manage a caseload and may visit families over a wide geographical area and within flexible working hours, which may include visiting families placed out of the area.
- You will model and demonstrate our values and behaviours

• What we can offer you

Your ongoing professional development and success in your role is important to us, and that is why we provide a variety of learning and development opportunities. Within the sections below you will find development options tailored to you which will enable you to further develop your existing skills and learn new ones at a pace that suits you best. If you are joining us now, your development will form part of ongoing discussions with your manager. If you are an existing employee, you should use your Personal Development Reviews to discuss your development with your manager and create your development journey. It's important you also take full advantage of any informal learning available to you during the course of your work.

Online learning

Develop your knowledge across a wide range of areas through our Me-Learning platform, with over 200 free courses to choose from. To have the best possible start and comply with current legislation, you must complete the following modules: Welcome to Salford, Health and Safety in the Office, GDPR, Equality Essentials, and Safeguarding Children and Adults. You may also benefit from a variety of courses in categories such as Business Skills, IT and Project Management which are available to learn at your own convenience and pace.

Professional Development

Gain role specific skills and time to learn through a wide range of development opportunities. Learn whilst working and get support towards your qualification through an apprenticeship standard. Access professional development ranging from entry level to master's type qualifications, including achieving a role appropriate qualification. Details can be found on [the Institute of apprenticeships](https://www.instituteforapprenticeships.org/) website.

Tailored Development

Opportunity to be part of a Community of Practice, around recurrent care

A digital organisation

Developing your digital skills

Our ambition is to provide our workforce with the right level of digital capabilities needed to be successful. Whatever your current digital abilities are, we can provide development ranging from essential workplace skills to specialist workplace skills. These will be delivered through our Digital Skills Academy using both self-directed and guided learning opportunities to enable you to develop. Additionally, you can access free online courses through the [iDea](#) website.

Sharing your digital skills

Our goal is to support you to share your digital knowledge with other people. Our Digital Eagles programme has been designed to cover basic digital skills and build your confidence to assist others. By the end of this programme you will join hundreds of staff members who already are digital eagles, and be able to help colleagues, customers, residents, or people in your personal life with all things digital.

Our organisation's values

We have four values: Pride, Passion, People, Personal responsibility.

[Our four values](#) are central to the way we communicate about the council and the way in which we behave with colleagues, customers, and partners - so that we live and breathe our values each day.

Our values



Pride

Passion

People

Personal responsibility

Application guidance

We are a values-based organisation so reflecting our values or a values-based approach in your evidence will support your application.

The different sections of this role profile are there to give you an understanding of the purpose of the role. The 'what we need from you' section outlines the minimum criteria you will need to meet within your application.

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