

Specialist Family Help Practitioner

Service	Reporting to	Location	Grade
Early Help Service	Practice Manager	Citywide	3B

About the role

- As a Specialist Family Help Practitioner you will value and actively contribute to the development of the service, embedding the vision and culture that generates commitment to the family help way of working, helping to ensure that the service is responsive to the needs of service users and their families / carers.
- You will work intensively, holistically and flexibly with children, young people and families who are at risk and identified as needing intensive whole family support.
- You will work independently often in outreach settings and you will be able to demonstrate resilience and a solution focused approach to issues that arise, working with children, young people and families in order to help them build relationships, increase achievements, reduce risks and build on strengths.
- interventions.
- You will support the coordination of workforce development across early help, including coaching, mentoring, modelling good practice, peer observations and supporting meetings, staff development and training
- You will support staff to understand and implement any new developments, legislation, theories, policies, evidence-based interventions.
- 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, promoting a strong culture of collaboration and a shared vision in supporting the child and family.
- You will work holistically with families and demonstrate high level of influencing and negotiation skills and ability to track progress of interventions, evaluate outcomes and assess impact. Be confident and assertive and be able to challenge colleagues and partners when necessary
- You will work in a restorative way, developing strong relationships to support families to help themselves, empowering them to make their own decisions and actively engage in their plan of support.
- You will act as an intensive key worker, working with the whole family and the wider network, delivering evidence based interventions directly with children, young people and families, using asset based and trauma informed approaches: Family Partnership Model, Family Group Conferencing.
- You will play an active role in leading, participating and establishing multi-disciplinary meetings, such as Team Around a Family, Strategy Meetings, Step Up-Step Down

Meetings, Missing from Home, Education etc and demonstrate a deep understanding and knowledge of child protection, early help and safeguarding procedures.

- You will deliver intensive interventions to 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 deliver interventions and use tools that supports reflective parenting and relational trauma, ensuring families with these unique traumas receive the appropriate care and treatment.
- 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 have unique mindset believing that everyone is capable of positive change, showing empathy, honesty and authenticity and understand the impact of trauma
- 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 maintain effective recording systems ensuring all records are up to date and accurate, ensuring we have captured the voice of the child and family and evidenced change and outcomes.
- You will actively contribute to regular reporting on practice and performance, as part of the wider Early Help Service.
- You will participate and lead in reflective practice discussion which continues to support and develop the team, build resilience and have healthy professional boundaries. You will be flexible, working on a rota system when necessary, including evenings and weekend shift work as required to meet the needs of the service.
- 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.
- You will attend court as and when necessary.

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 stability for children and prevent re-referrals into children's social care.
- 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. You will offer advice, support and guidance to adults, carers, families and children. Working as the Key Worker as part of a multi-agency team, you will display a genuine commitment to the needs and welfare of vulnerable children and adults to improve outcomes for all.
- You will ensure that the safety and welfare of the children, young people and vulnerable adults is paramount at all times, responding appropriately to signs of harm, abuse and neglect and managing risk appropriately.

What we need from you

- You will model and demonstrate our values and behaviours.
- You will have previous experience of working with young people and families.
- You will have a Level 3/ or equivalent in child development, health or social care.
- You will be a skilled and an effective facilitator to enable improved and timely decisions, guiding change and improving outcomes for children, young people and families.
- You will be able to develop risk assessments and safety plans with parents and work with parents in crisis.
- You will monitor progress and assess risk, whilst ensuring you provide a nurturing therapeutic environment.
- You will work using a strength based and relational approach, building trusting relationships with children, young people and families and work intensively to support them.
- You will provide comprehensive written records of interventions, assessments, planning, progress and decision making.
- You will work autonomously and have good time management skills and be able to plan, organise and prioritise workloads, have good recording skills and ability to keep accurate records.
- You will act with high levels of personal accountability, respond positively to change and demonstrate a commitment to ongoing personal and professional development. You will be required to undertake and successfully complete relevant training programmes as required by governing regulations, guidance and the City Council policies and procedures.
- You will be able to reflect on your own practice, support and reflect with colleagues and prepare and fully participate in supervision.
- You will have previous experience of working with children and families, particularly with trauma and experience of working with the whole family.
- You will work flexibly outside of standard office hours as required by the needs of the service.
- You will have experience of working with families/individuals who present with a range of complex needs (mental health challenges, drug and alcohol misuse, domestic violence) and demonstrate an ability to create rapport and build effective relationships.
- You will promote good emotional and physical health, working in partnership with other agencies to improve outcomes for children, young people and families.
- You will have knowledge and understanding of a range of evidence-based approaches including systemic practice, social learning theory, attachment and loss, relationship and strength based interventions. You will be able to demonstrate awareness of relevant legislation and adhere to local safeguarding policies and procedures and risk and protective factors.
- 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 complete reports for and participate in and lead where necessary statutory and non-statutory reviews and meetings.
- You will have excellent communication skills, be able to challenge and give kind,

helpful and specific feedback, inspire and motivate others.

- Able to summarise and evaluate complex assessment information and use this to develop and implement effective interventions.
- To write and implement comprehensive behaviour management, risk management and placement plans, following advice when required from specialist services, and make professional judgements based on the children, young person, and families development stage and risk. You will have excellent analytical and judgement skills to analyse and interpret complex information or situations and to solve difficult problems or develop solutions and plans.
- You will have a good time management skills with the ability to work to deadlines and reorganise the workload to meet conflicting demands.

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.

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.

#HappytoTalkFlexible



Salford City Council