



Job Profile and Working for Stockport

Our Council

Join us at Stockport Council – MJ Local Authority of the Year 2025

Our employees are our **greatest asset**. We're proud of the way we provide vital frontline services every day and work together, as **one team**.

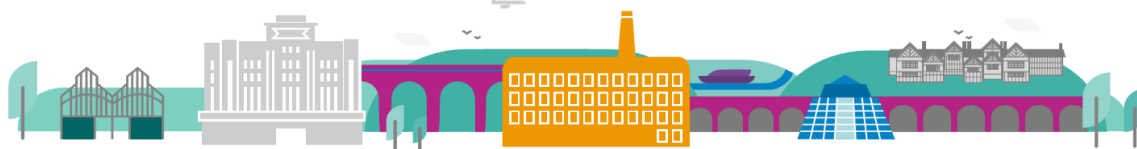
Our 4 **core values** as shown above, run through everything that we do, and we aim to stay **true** to them regardless of the challenges that we may face.

To **support** our values, we have policies, guidance and procedures around health, safety and welfare, customer care, emergency planning and security that all our **colleagues** are adhering and working to.

We also **pride** ourselves on our commitment to wellbeing and inclusivity of our colleagues and residents.

You can find out more about working for Stockport Council and some of the benefits that we offer our employees at <https://greater.jobs/locations/stockport/>





Ambitious Stockport, creating opportunities *for everyone*

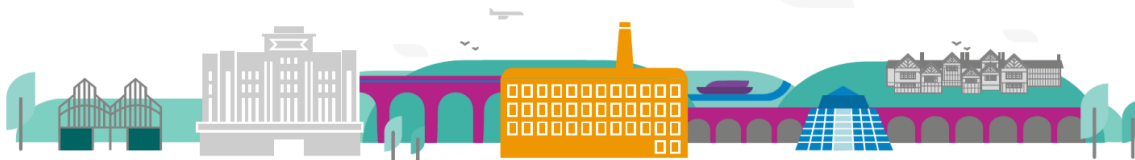
About the Job

Role:	Family Help Social Worker – Experienced Social Worker
Service Area:	Stockport Family
Directorate:	Services to People - Children's
Salary Grade:	SO3

Stockport's family help offer is Stockport Family's delivery of universal health services and early help to children and young people 0-19 (25 Special Educational Need and Disability SEND) and their families. The family help offer will be delivered through family hubs and neighbourhood working, aligned with the established 7 geographical footprints to ensure that children reach optimal development and families thrive in the community where they live, having access to universal and early help support and interventions. Teams within family help will provide a front-line service, working to in line with Stockport Family's start well and early help strategies, national supporting families programme and the healthy child programme 0-19.

Main Purpose of the Job

As part of the family help team and reporting to the family help team leader you will provide systemic and restorative front line social work practice within the family help team. You will play a leading role in connecting the family help service with TAS and universal services to address issues such as mental health, emotional and behavioural needs, parenting concerns, substance misuse, domestic abuse and family relationship breakdown, child development delay and Special Educational Needs and Disability (SEND), to ensure families receive the right response at the right time. You will act as lead professional and/or keyworker for those families in need of more help and where complexity is present delivering an effective Team Around the Family. You will play an integral role in children and family's journey through services and in particular key transitions points (stepping up and down from statutory social work). You will embrace the 3 principles of family hubs – Access, Connection and Relationships when working with colleagues and families and have a key role in completing early help assessments for children and families in need of help and support. This will include being a lead professional working with children and young people 0-19 (25 SEND), their family and partner agencies in the creation of outcome focused support plans and evidence-based interventions, underpinned by Solihull and restorative approaches. You will be accountable for the quality of your work in line with Stockport Family's Early Help Strategy, Start Well Strategy, and the National Supporting Families Programme. You will be committed to Stockport Family's Co Production Charter and the outcomes framework for children and families.

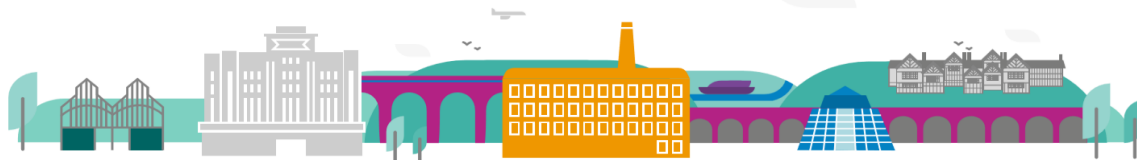


Ambitious Stockport, creating opportunities *for everyone*

- I feel safe
- I feel part of my local community
- My voice is heard and acted upon
- I enjoy good health and wellbeing
- I am happy and have people I can trust
- I am confident and able to reach my goals
- The people who love and care for me are enabled to do this

Key Responsibilities

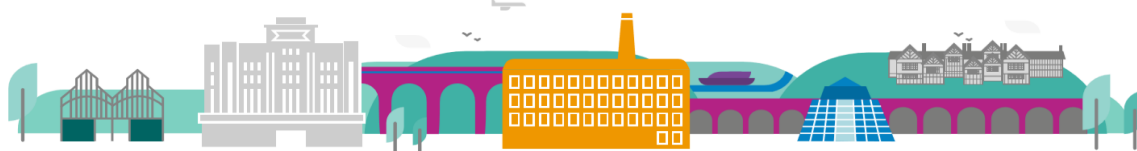
- To manage a complex allocated workload which requires knowledge and experience of current social work developments, research, and practice.
- Using the strengths-based model, you will be responsible for the quality of help and support provided to children and families with complex needs to prevent escalation into statutory social care services. Including high quality assessments, plans and interventions, ensuring that there is both a restorative practice and co-production approach to working with families.
- To assess the need for, or provide a social work advice, including the identification of risk and the need for protection, step up and down from statutory social work and/or to explore the most effective method of intervention.
- To coordinate and contribute to decisions of the right support for the individual or family, this includes during times of needs increasing and times of uncertainty.
- To play a key and influential part of the Team Around the Early Years (TAEY)/Team Around the Schools (TAS) providing information and advice to children, families, and professionals. This includes liaison with education establishments, health departments and other Stockport Family services.
- Organise and chair formal TAEY and TAS meetings with linked early years providers, schools, and colleges.
- To be responsible for recognising when child and/or adult safeguarding needs are present and respond in line with Stockport's multi-agency response to need.
- To work collaboratively as part of a family hub network and neighbourhood model of working to support the identification and response to emerging needs within families.
- Respond to call in by universal services, MASSH and other key stakeholders to lead enquiries, complete assessments of need and provide interventions related to mental



Ambitious Stockport, creating opportunities *for everyone*

health and emotional and behavioural needs, parenting concerns, substance misuse, domestic abuse, family relationship breakdown, child development delay and SEND.

- Positive commitment to improve the outcomes of children with SEND with a focus on inclusion and those most disadvantaged in our community. In order that they meet the outcomes outlined in the Stockport Outcomes framework.
- To lead where appropriate and contribute to the completion of SEN support plans and applications for Education and Health Care Plans (EHCPs) and their review.
- Act as a lead professional/key worker with children, young people and families and establish relationships to explore solutions and plan interventions based on the assessment in line with the national Supported Families Framework providing a timely and responsive service to children and families when needs are identified.
- To support and empower partners to use the Early Help Assessment (EHA) and Team Around the Child (TAC) processes to prevent children and families from escalating to statutory services.
- To work in a person-centred way and be co-productive to always consider the voice of the infant, child, and young person in the context of the family and community functioning.
- Deliver evidence based individual work and lead group programmes with parents, young people and families underpinned by restorative practice and Solihull approaches. This will also include motivational work, brief solution focussed work and problem solving in addition to other specific programmes to facilitate change.
- Chair, contribute and make key decisions at multiagency meetings where appropriate and support universal services in the completion of high-quality assessments.
- To provide support, guidance and assistance to senior social work practitioner and team leaders in the identification of training needs and the assessment of competency.
- To comply with all systems, financial, personnel, administrative, management information, client records etc., as directed by the team leader.
- To contribute to the development and evaluation of services through the dissemination of research and the sharing of knowledge, skills and practice experience with managers, colleagues, and professional groups to maintain good and promote excellent standards.
- Prepare, write, and record assessments, plans, case notes, contacts, and written reports accurately and appropriate for the audience in accordance with departmental



Ambitious Stockport, creating opportunities *for everyone*

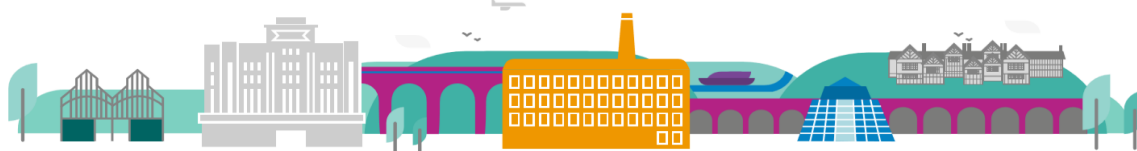
and national protocol to ensure accurate data analysis of both individual and service wide performance.

- Undertake relevant administrative duties and maintain appropriate records in accordance with the role and any statutory requirements.
- Undertake working duties in line with Stockport Family's operating hours flexibly as required.
- To positively engage in Stockport Family's Quality Assurance Framework.
- To be abreast of and adopt relevant national developments to ensure a mature and embedded early help offer to children and families.
- To be a key and influential stakeholder for Stockport's family hubs transformation programme which includes developing strong relationships with the voluntary, community, faith sector (VCFS).
- To promote the vision for the Stockport Family Service both within the locality and across the borough.
- To undertake any other duties as required and which are commensurate with this post and grade.
- To work positively and inclusively with colleagues and customers so that the Council provides a workplace to deliver a service that does not discriminate against people on the grounds of their age, disability, gender reassignment, marriage, civil partnership, pregnancy, maternity, race, religion, belief, sex, or sexual orientation.
- To fulfil personal requirements, where appropriate, with regards to Council policies and procedures, standards of attendance, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council's priorities.

Additional Information

The responsibilities set out in this document, in the advert and any additional information are intended to provide a flavour of the work you will carry out. It is not possible to include everything you will be asked to undertake, and we expect all colleagues to work flexibly according to business needs and to enhance your own development. Your skills, abilities and training needs will be taken into account and discussed with you when any significant changes to your role are needed. In line with our flexible approach you may be required to work from home for a proportion of your time or from any of the Council's sites across the borough.

The Council is an inclusive employer and holds the Disability Confident and Armed Forces Covenant accreditations. If you have a disability, we will support you by implementing reasonable adjustments to enable you to perform your role.

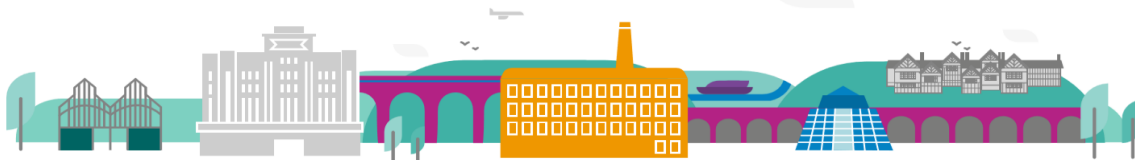


Ambitious Stockport, creating opportunities *for everyone*

About You

Please use your application to tell us how well you meet the criteria listed below as these are the key skills, experience, technical expertise and qualifications needed to be successful in the role. We will then use all the information you provide in your application to help us decide whether you are shortlisted for interview. Any interview questions or additional assessments such as tests or presentations may also be broadly based on these criteria:

- Working to the Council's values and behaviours by:
 - Keeping the people of **Stockport** at the heart of what we do
 - Succeeding as a **team**, collaborating with colleagues and partners
 - Driving things forward with **ambition**, creativity and confidence
 - Showing value and **respect** to our colleagues, partners and customers.
- Recognised social worker qualification and Social Work England registration
- At least 2 years of post-qualification social work experience
- Experience of child protection work
- Experience of private and public court proceedings
- Positive commitment to, and demonstration of high-quality relational social work practice with children and families
- Effectively chair multi agency meetings including team around the family/school/early years.
- Demonstrate empathy, resilience, and persistence in working with children, families, and others in challenging circumstances.
- Experience of working with complex situations with a focus on problem solving.
- Demonstrable knowledge of child protection and Stockport safeguarding procedures.
- Demonstrable knowledge of needs arising for vulnerable adults.
- Experience of multi-agency working in relation to meeting children, young people, and family needs.
- Ability to apply a strengths-based approach in assessing the needs of children and families identifying both risk and protective factors to inform onward plans and interventions.
- Co-produce with children, families and professionals' team around the family plans using the "I" statement outcome framework.
- Knowledge of child and adolescent development and the impact of adversity on developmental progress, health, and wellbeing.
- Knowledge, understanding and ability to use the Assessment Framework and other designated tools to undertake skilled assessment and analysis of children's needs and family functioning.
- Knowledge and understanding of Stockport local policy and procedures relating to SEND.
- Knowledge of current Government initiatives and legislation that affect children, young people, and families, particularly those related to early years, SEND, early help and the healthy child programme.
- Demonstrable skills in negotiating and advocating on behalf of others.



Ambitious Stockport, creating opportunities *for everyone*

- Knowledge and understanding of Stockport Safeguarding Children's Board policies and procedures
- Experience of working with complex situations with a focus on problem solving.
- Ability to communicate clearly (oral and written) and to work in partnership with colleagues, other agencies, service users and carers.
- Knowledge of relevant legislation and social policy issues; and of different approaches to social work practice including restorative and systemic approaches with children and families.

- Demonstrable knowledge, experience, and skill in undertaking assessments.
- Ability to work in an unpredictable environment and confidently assess risk and children's needs.
- Demonstrated commitment to anti-oppressive and anti-racist practice fully considering the diverse needs of children and families.
- Positive commitment to further training, self-development, and willingness to undertake training
- Ability to drive and use of a car (alternative arrangements will be made for disabled applicants who are unable to drive due to their disability)