



## Job Profile and Working for Stockport

### Our Council

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**.

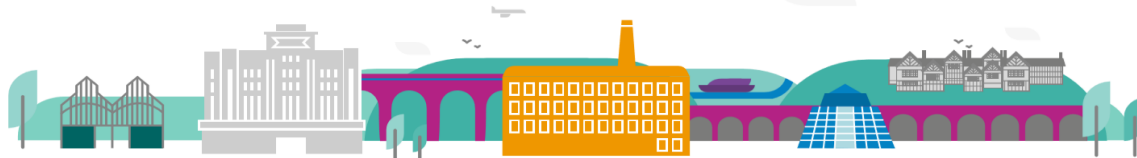
Our 4 **core values** as shown above, run through everything that we do, and we aim to stay **true** to them regardless of the challenges that we may face.

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

|                      |                                 |
|----------------------|---------------------------------|
| <b>Role:</b>         | Family Help Intervention Worker |
| <b>Service Area:</b> | Family Help – Stockport Family  |
| <b>Directorate:</b>  | Services to People - Childrens  |
| <b>Salary Grade:</b> | Scale 5                         |

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 Needs 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.

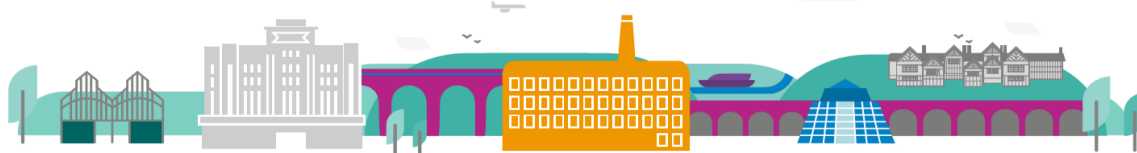
### Main Purpose of the Job

As a family intervention worker you will report to the family help senior social work practitioner you will provide a quality, systemic, restorative front-line service that supports children and families to thrive within the community where they live in line with Stockport Family's Early Help Strategy, Start Well Strategy, and the National Supporting Families Programme within the family help team.

You will work collaboratively and creatively with early years settings, schools, colleges, other Local Authorities, other agencies, the voluntary sector and other groups to deliver interventions for children and young people.

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 and/or a keyworker 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.

Through Stockport family hubs and the Team Around the Early Years/School model you will play a role in connecting the family help team with universal services such as health, early years and education 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 SEND, to ensure families receive the right response at the right time.



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You will play a role in connecting the family help service with universal services such as health, schools and colleges in order to deliver interventions designed to support families across a range of presenting need such as mental health, emotional and behavioural needs, parenting concerns, substance misuse, domestic abuse and family relationship breakdown.

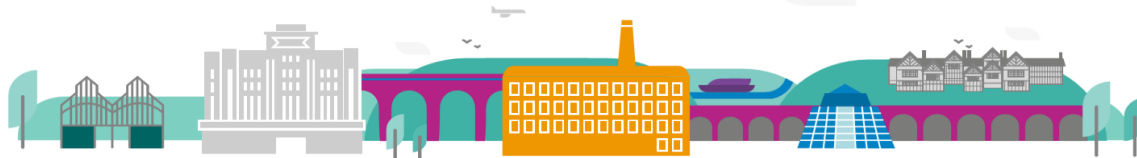
The post holder will work with a range of stakeholders, in a variety of settings, to achieve the shared outcomes of the Stockport Family offer.

You will be committed to Stockport Family's Co Production Charter and the outcomes framework for children and families.

- 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 provide effective interventions through one to one and group work designed to improve outcomes for children and families.
- Establish relationships with children and families to carry out planned interventions in line with the national Supported Families Framework and healthy child programme and be key point of contact for those families you are working with.
- Deliver timely, responsive, evidence based individual and group work with parents, young people and families where needs are identified. This will also include motivational work, brief solution focussed work, problem solving and restorative approaches in addition to other specific programmes to facilitate change
- Positive commitment to improve the outcomes of children with SEND with a focus on inclusion and those most disadvantaged in our community. To contribute where appropriate to SEN support plans and applications for Education and Health Care Plans (EHCPs) and their review.
- Using the strengths-based and person-centred model you will work with children and families with complex needs aiming to prevent escalation into statutory social care services. In this work you will always consider the voice of the child, young person in the context of the family and community functioning.
- Contribute to individuals and families plans to ensure outcomes are achieved.
- To recognise when child and/or adult safeguarding needs are present and escalate these in line with Stockport's multi-agency response to need policy.



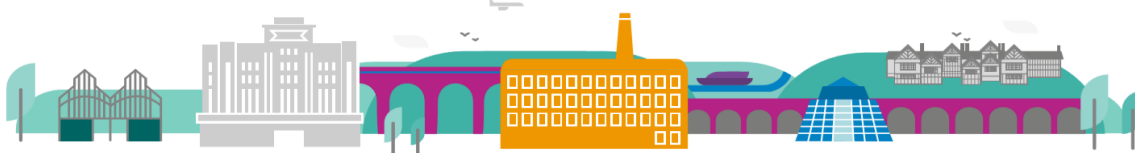
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- To contribute to multiagency meetings where appropriate this includes liaison with education establishments, health departments and other Stockport Family services
- To contribute to the information gathered and analysed through a range of assessments for example the early help assessments.
- To support with the formulation of Team Around Family plans and play a leading role in the interventions delivered.
- Prepare, write and record assessments, plans, case notes, contacts and written reports accurately and appropriate for the audience in accordance with departmental and national protocol.
- Undertake working duties in line with Stockport Family's operating hours flexibly as required.
- 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.

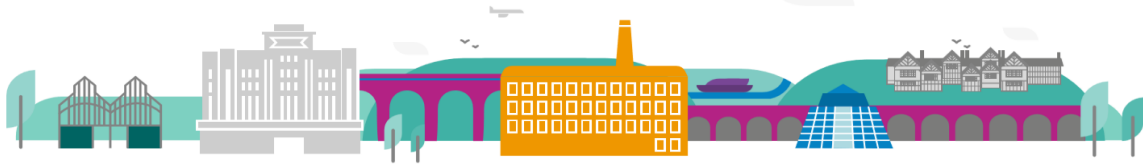


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## About You

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.
- Ability to build positive and sustained relationships with children, young people and families in order to support effective change.
- Demonstrate empathy, resilience and persistence in working with children, families and others in challenging circumstances.
- Knowledge of risk and protective factors and ability to use these to inform assessments and interventions.
- Knowledge of child and adolescent development and the impact of adversity on developmental progress, health and wellbeing.
- Demonstrable skills in negotiating and advocating on behalf of others.
- Demonstrable knowledge of child protection and Stockport safeguarding procedures.
- Knowledge, understanding and ability to use the Assessment Framework and other designated tools to deliver interventions and contribute to assessments of need.
- Knowledge and understanding of Stockport local policy and procedures relating to SEND.
- Knowledge of current Government initiatives and legislation that affect young people and families.
- Ability to contribute at meetings in an effective way using skills in restorative practice.
- Ability to work independently and as part of a team using own initiative, supporting others where appropriate and understanding when to seek advice from managers.
- 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.
- Demonstrate high level skills in observation and recording information on the case management system.
- High level of communication skills, including active listening, verbal and written skills.
- Ability to plan, manage, evaluate and continuously improve one's own work to ensure its effectiveness and relevance with support.
- Demonstrable skills/ability in prioritising, organising and managing own workload including caseload management.



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- Experience of facilitating evidence-based programmes to work with parents, children and young people to achieve positive behaviour change
- Experience of direct work with children and families, in a variety of settings including family homes
- Experience of effectively working to agreed targets and objectives and achieving outcomes.
- NNEB or NVQ Level 3 in Health and Social Care (or equivalent) or positive commitment to complete.