

## Job Description and Person Specification Profile – Family Group Conference Facilitator

### Family Group Conference Facilitator Childrens services

<b>Service:</b>	Children's Services
<b>Salary &amp; Grade/Band/Pay Range:</b>	F
<b>Job ID:</b>	D06
<b>Responsible to:</b>	Family Group Conference Leader
<b>Contract Basis:</b>	Permanent
<b>Hours Per Week:</b>	36 hours per week
<b>Probationary Period:</b>	6 months

#### What's the post, and what are we looking for?

##### We are looking for:

We are looking for a Family Group Conference Facilitator who is keen to continue their career and use their skills in working with children and families who require intensive support. It would be expected that you have experience of working with children and families.

This role is based within a brand-new service who will support children and families who are at risk of entering the care system. This service will work alongside Child in Need and Child Protection Teams within Children's Social Care in Tameside supporting those families who are at risk of entering care.

The practitioner will support children and families directly guiding family group conferences, helping families create plans to support vulnerable members, particularly children. You will facilitate an inclusive atmosphere where family networks feel comfortable sharing their concerns and encouraging open dialogues crucial for effective planning.

##### Main Duties and Responsibilities include:

- Family Group Conference Facilitator will facilitate Family Group Conferences and reviews in a way that responds appropriately to the needs of individual families and working to agreed standards and principles to deliver a quality service.
- To Promote and coordinate Family Group Conference approaches to empower young people and their families to make family-led decisions.
- Support young people with a care experience to identify and strengthen key relationships within their support network as they move into independence. This includes both family members and other significant individuals in the young person's life, promoting and coordinate lifelong links meetings utilising the Family Rights Group model of Family Group Conferencing.
- Work in partnership with parents, children, family members and subsequent others as agreed by the family and support effective communication using a whole family approach and a single action plan to build resilience and maintain positive changes.
- Co-ordinate meetings which bring together families and professionals to make and agree safe plans for children and young people.

- Ensure that all family members are able to participate fully in the Family Group Conference process, including facilitating the involvement of children and young people in Family Group Conference's and providing appropriate support to vulnerable adults to enable them to engage in the Family Group Conference process.
- Ensure all parties are clear about the purpose of the conference and their role within it; including inclusion/exclusion of family member(s) if necessary, in the interests of the child(ren) identifying and arranging, if appropriate, an alternative method of contribution to the process.
- Plan their work with the family following a comprehensive assessment of need, comprising a robust and inclusive SMART action plan and incorporating a process of regular multi-agency reviews. The overall aim is to work with the family in a way that raises aspirations, builds resilience and overcomes barriers to progression, empowering the family to develop new skills and build on their own innate strengths.
- Work with children and families across the Children's Needs and Response Framework including those at Early Help, Child in Need, Child Protection and Cared for Children levels including those at PLO and within the Court arena.
- To develop own knowledge and practice relation to own area of work across professional and organisational boundaries.
- Manage, organise, support and maintain the use of information technology systems and software.
- Any other duties in line with the post, which may be required from time to time.

## About you

### Your essential qualifications

- Completed Family Group Conference training and /or Family Group Conference accreditation or willingness to complete within 12 months of appointment.

### Your essential skills, knowledge and experience

- A working knowledge of the Family Group Conference Model and Family Network approaches.
- A working knowledge of social work theories and knowledge of how to embed this into practice, including an understanding of complex case work in Children's Social Care and case work in Early Help, including thresholds, assessments and referral processes.
- Demonstrate knowledge and understanding of key legislation and national drivers such as Stable Homes Built on Love, Children and Families Act 2014, Working Together 2023, KCSIE 2023 and other relevant guidance.
- Highly developed skills in engaging families.
- In depth understanding of restorative approaches and how these apply to family led, solution focussed interventions to empower families.
- Excellent communication skills (written, verbal and listening) and the ability to explore issues and establish facts.
- Able to work to deadlines and to plan and organise your work effectively to meet these.
- Able to work with families in a way that raises aspirations, builds resilience and overcomes barriers to progression, empowering the family to develop new skills and build on their own innate strengths.
- To demonstrate an understanding of Child Protection procedures and have the ability to respond to and act upon your own and other people's suspicion/disclosure of risk of significant harm and abuse.
- Have a good understanding of approaches to ensure the voice and experiences of children, young people and families are at the core of planning, using restorative and creative approaches to engage with them.
- Ability to competently work with IT systems.
- Ability to fulfil all spoken aspects of the role with confidence through the medium of English.

Our employees' skills, experience and knowledge are essential to our success along with their happiness, commitment, enthusiasm and motivation to be the best they can be.

**What can you expect from us?**

- A fair salary and benefits
- Opportunities for good health and wellbeing
- Help you to grow, develop and to do your best
- Enable you to be creative and innovative
- Fully involve you in changes that affect you and your work
- Listen, and act on your ideas and feedback

**Working together, we are proud to work for Tameside**

Our STRIVE values underpin our practice and behaviours and are at the heart of everything that we do:

