Job Description and Person Specification Profile – Families Valued Therapeutic Support Worker

Families Valued (Edge of Care) Therapeutic Support Worker
Childrens services

Service:	Children's Services
Responsible to:	Families Valued Team Leader
Contract Basis:	Permanent
Hours Per Week:	36 hours per week
Working Pattern:	Rota pattern
Location:	Various Locations Across the borough
Probationary Period:	6 months

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

We are looking for

We are looking for an experienced Therapeutic Support Worker to undertake pivotal work with our children, young people and families. The aim of our service is to do whatever we can to enable children and young people who are at risk of entering the care system to remain or return to their family network with people that love them and know them the best.

As a Therapeutic Support Worker you will assess and work with other members of the team to implement restorative formulated plans which will aim to break cycles and support families to stay as a unit.
You will support plans which will keep children and young people safe alongside a teams of multi-agency professionals as well as working with complex families.

Main Duties and Responsibilities include:

- To undertake assessments (in an analytical process), as required, in respect of young people referred into to the Families Valued service in order to inform the decisions as to their suitability for Families Valued involvement.
- To plan, develop, deliver, and review the interventions in partnership with all relevant systems, key agencies and personnel working with the young person and family
- To ensure all interventions are time limited to meet the definitions within the evidence base in order to certify that every case which needs clinical intervention receives it within the appropriate timeframe.
- To liaise with the Families Valued Therapist to co-ordinate the development and delivery of evidence based therapeutic interventions.
- To use therapeutic skills in engaging families who have complex issues, especially where the young people may be more intricate and challenging.
- To actively review and monitor intervention plans, in line with the expectations of the wider Families' Valued workforce and as agreed with the Families Valued Therapist.
- To develop and implement appropriate care plans, risk assess and risk management plans, as directed by management.

- To ensure that all Child Protection concerns are reported in accordance with local procedures and policies
- To participate in regular supervision with the Families Valued Therapist.
- To manage a caseload of children and young people who have been assessed as suitable for therapeutic or social care evidence-based interventions.
- To work flexibly and intensively within a defined period of time, as directed by Families Valued management which will include both evening and weekend work on a rota basis.
- To guarantee case files and records are kept in a suitable manner, updated as worked, and ensure that relevant information is available on file
- To monitor and report on all work, ensuring that targets are met and reviewed in line with the Families Valued service requirements.
- To actively participate in all training, supervision and consultation activities

About you

Your essential qualifications

- NVQ Level 3 in children and young people (or to undertake training or development within a defined period)
- Significant experience of working with children and young people who require intensive support.

Your essential skills, knowledge and experience

- Ability to motivate young people
- Ability to establish good working relationships with young people based on respect and openness
- Ability to work using own initiative
- Ability to work effectively within teams and as an individual
- Ability to communicate effectively and form good working relationships with young people and their families to support and motivate them to address issues which may be creating barriers
- Ability to manage, update and prioritise case work/files
- Ability to manage and prioritise own workload
- Effective written, verbal and presentation skills and demonstrate ability to write clear, concise reports, case notes and support plans
- Working with children, young people and their families Planning and organising skills for caseload management Skills and ability to monitor and evaluate therapeutic interventions
- Ability to provide a positive role model for young people
- Experience of working with young people who have complex needs and exhibit emotional and behavioural difficulties
- Experience of creative and innovative approaches to engage vulnerable and hard to reach young people
- Experience of recording sensitive information, maintaining case files and adhering to confidentiality policies
- Ability to communicate effectively, orally and in writing highly technical and clinically sensitive information.
- Understanding of other professionals theoretical perspectives of this client group
- Willingness to commit to continuous improvement and professional development
- Ability to operate as a lone worker
- To contain and work with high levels of distress from young people and their families;

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: