

Job Description and Person Specification Profile

Job Title:	Family Help Lead Practitioner – Social Worker
Job ID:	SW02-P
Service:	Early Help and Family Help
Grade:	H
Reporting to:	Team Manager for Family Help

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

We are looking for Family Help Lead Practitioners – Social Work to support children, young people and their families in our newly formed Family Help Service. You will provide our families with high quality support and respond to their individual needs as required. You will support families to develop solutions to their needs and provide high levels of intervention to keep children and young people with their families. You will support children and young people who are identified as children in need and ensure that appropriate plans are in place to meet families' individual needs effectively enabling families to make positive and sustained changes.

As a Family Help Lead Practitioner, Social Worker you will champion **Tameside's Heart of Support Practice Approach**

At Tameside, we believe in:

- **Compassion** – understanding the lived experiences of children and families.
- **Curiosity** – asking questions that lead to deeper insight and better outcomes for children.
- **Collaboration** – working together across services to deliver joined-up support.
- **Conversation** – listening and engaging meaningfully with children, families and professionals.
- **Courage** – leading with courage, making bold and compassionate decisions that put children first.

The 5 C's will be central to all the work that you complete.

Key responsibilities:

- As an Employee of Tameside Council all roles are expected to work in a way that ensures vulnerable children and adults are safeguarded and report any safeguarding concerns in accordance with established policies and procedures.
- Undertake enquiries and assessments of children who are considered to have possible suffered or who may be likely to suffer significant harm. This may involve undertaking child protection procedures (Section 47 enquiries) as per assessment and making

applications with the appropriate management and legal advice for Orders to safeguard children under the Children Act.

- To assess the needs of children/young people and their families including identification of those at risk or in need of protection, and to provide services as appropriate
- To provide high quality planned family support including crisis response work with families, children and young people as and when required.
- To undertake Children in Need assessments and action planning process using a framework of assessment/Practice Standards.
- To ensure that the legal/policy/practice requirements, particular to the specialist area in which the post holder operates are fully complied with.
- To manage a caseload (Child in Need) and support the child protection and legal process (where required) and work with families to support and embed sustained changes.
- To ensure that the legal/policy/practice requirements, particular to the specialist area in which the post holder operates are fully complied with.
- To support children who are at significant risk of harm and support families through relevant statutory interventions
- To work in partnership with children, young people and their families ensuring professional boundaries are set and maintained.
- To assist in the creation of a sensitive, caring but structured working relationship enabling young people to explore their difficulties and express their wishes and feelings.
- To offer both support and challenge to children, young people and their families as part of any agreed change process.
- To establish effective working relationships with statutory and voluntary agencies to ensure high standards of service and support to young people and their families.
- To prepare internal and external reports and maintain accurate case records.
- To lead and participate in Children in Need Reviews and Statutory review meetings as deemed appropriate by the Senior Practitioner or Team Manager.
- To undertake training as required.
- Work independently within the Community undertaking home visits and lone working
- To undertake additional duties as required, commensurate with the level of the job.

About you

Your essential qualifications

- Social Work Degree (CQSW, CSS, DiPSW or equivalent)
- Registration with Social Work England
- Evidence of consistent pattern of learning from education, training and experience.

Your essential skills, knowledge and experience

- Experience of a Social work post (including placements) in a statutory or voluntary agency working with children and young people in a field, residential, or family placement setting
- Knowledge and experience of child protection work
- Knowledge of Children's Act 1989 and 2004, Adoption legislation, Crime and Disorder Act 1998 (Parenting Orders and Anti-Social Behaviour Act 2003).
- Knowledge of issues facing families at risk of family breakdown.
- Ability to carry out a range of assessments, plan and deliver needs-based packages of support in a child in need/family help space.
- Experience of working with children, young people and families displaying challenging behaviour.
- Experience of health/social care needs and services.
- Ability to produce and maintain accurate records using the children's recording system and produce reports as necessary
- Ability to engage positively with children, young people and their family.
- Ability to offer appropriate support to families affected by a range of factors no limited to:
 - Domestic Abuse
 - Homelessness.
 - Child Protection issues.
 - Drug and/or alcohol dependency.
 - Tenancy breakdown.
 - Non school attendance.
- Effective communication/interpersonal skills.
- Aptitude for using IT.
- Ability to challenge families appropriately.
- Ability to make decisions and take responsibility for them.
- Ability to work effectively in a team and with other agencies.
- Ability to work effectively on own initiative, prioritise workload and manage time to meet deadlines.
- As this post meets the requirements of the Immigration Act 2016 (part 7), the ability to converse at ease with members of the public and provide advice in accurate spoken English is essential for the post.

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 & Glossop

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

