

Job Description
Child and Family Practitioner
Education and Children's Services

Service:	Children's Services	Team:	Family Safeguarding
Location:	TBC		
Salary range:	£21,748 - £25,481	Grade:	Grade 6
Reports to:	Consultant Social Worker / Team Manager	Staff responsible for:	N/A

Job Purpose

Reporting to the Consultant Social Worker and under the remit of the Team manager, this post holder will work with a team of children's services professionals and practitioners, to ensure the development, delivery and continuous improvement of specialist services for children, young people and their families and carers in Lancashire.

As a Children's Practitioner you would be supporting social workers within the team to undertake identified pieces of work, working directly with children and parents, to achieve change within families. The role requires you to record all sessions in an analytical way onto the child/ren's LCS records. Attendance at group supervision is necessary as this informs work to be completed and reflect on how to achieve best outcomes for the child/ren.

The role may be required to work evenings, weekends and occasional public holidays, in order to meet service requirements in respect of service user needs.

Children, young people and their families are safe, healthy and achieve their full potential

To deliver this vision we have agreed some key outcomes:

Five Outcomes

1. Vulnerable children and young people are safe from harm and build resilience.
2. Children and young people achieve their full potential in education, learning and future employment.
3. Children and young people enjoy healthy lifestyles and know how to help others.
4. Children, young people and families have a voice in shaping the support they receive.
5. Children and young people live in Lancashire where they can enjoy a good quality of life, be happy and want to stay.

Core Duties

Responsibilities will include:-

1. Work with children and families open to child in need and child protection plans
2. Attend and participate in meetings and contribute to developing SMART plans.
3. Undertake elements of the Family Safeguarding Intervention Programme and record these in the Workbook (the child's electronic file).
4. Undertake direct work with children and families as identified in Group Case Supervision.

5. Co-work cases and support Social Workers to complete parenting assessments.
6. Be part of a Team Duty Rota.
7. Keep LCS case records accurate and up-to-date.
8. To respect confidentiality and explain to parents/carers when there is need to share information with others in order to protect children.
9. Develop positive relationships with professionals and partner agencies to ensure that children and families receive the best possible service at the right time.

Service Delivery

1. To demonstrate consistently high standards of practice that put the needs of children at the forefront of all activity.
2. To plan, implement and run various groups including children, young people, their families and/or carers.
3. To evidence working in partnership with children and their families.
4. To operate within a performance framework and to strive to improve personal performance and meet identified development targets.
5. To actively promote anti-discriminatory practice and the celebration of diversity.
6. To substitute for any Child and Family Practitioners as required.
7. To carry out other duties as delegated by the Team Manager/Consultant Social Worker.
8. To instil, promote and maintain a health and safety environment for all levels of staff and service users, in keeping with your levels of responsibility and accountability as defined under the Health and Safety at Work Act 1974, the Management at Work Regulations 1992, the County Council General Statement of Safety Policy and the Social Services Directorate Health and Safety Policy.

Communication skills and information sharing

1. To ensure a high standard of electronic social care recording for all children.
2. To co-ordinate and produce reports
3. To ensure the Service's procedures for managing risk of significant harm to children are followed at all times, and to seek appropriate advice and authorisation from managers.

Advocacy

1. Be able to represent children, young people, families, carers, groups, individuals and partner agencies to access services
2. Challenge injustice, discrimination and lack of access to services
3. Challenge poor practice
4. Advise children (age appropriate in a child centred way), young people, families, carers, groups and individuals about independent advocacy that can best meet their needs
5. Assist children (age appropriate in a child centred way), young people, families, carers, groups, individuals and partner agencies represent their views in all meetings affecting them.

Key tasks and accountabilities are intended to be a guide to the range and level of work expected of the post-holder. This is not an exhaustive list of all tasks that may fall to the post-holder and employees will be expected to carry out such other reasonable duties which may be required from time to time.

Equal Opportunities

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

Health and Safety

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

Customer Focused

We put our customers' needs and expectations at the heart of all that we do. We expect our employees to have a full understanding of those needs and expectations so that we can provide high quality, appropriate services at all times.

Our Values

We expect all our employees to demonstrate and promote our values:

Supportive

We are supportive of our customers and colleagues, recognising their contributions and making the best of their strengths to enable our communities to flourish.

Innovative

We deliver the best services we possibly can, always looking for creative ways to do things better, putting the customer at the heart of our thinking, and being ambitious and focused on how we can deliver the best services now and in the future.

Respectful

We treat colleagues, customers and partners with respect, listening to their views, empathising and valuing their diverse needs and perspectives, to be fair, open and honest in all that we do.

Collaborative

We listen to, engage with, learn from and work with colleagues, partners and customers to help achieve the best outcomes for everyone.

Person Specification (Grade 6)
Child and Family Practitioner
Education and Children's Services

Requirements	Essential (E) or Desirable (D)	Identified by Application Form (A) or Interview (I)
Qualifications:		
Professional and/or academic level qualification or equivalent or substantial vocational experience in a relevant technical, scientific, specialised or operational field	E	A
Have completed or willing to complete Motivational interviewing training.	E	A, I
Experience:		
Working with children, young people and families	E	A, I
Experience of working with children, young people and their families in a statutory setting.	D	A, I
Delivering intensive family support services	D	A, I
Multi-agency working	D	A, I
Knowledge and Skills:		
Have a knowledge of services relevant to children, young people, and families.	E	A, I
Have a knowledge of legislation, guidance, policy and procedures.	E	A, I
Keep up to date with learning, training and personal development with all relevant information and changes to services	D	A, I
Have a knowledge and understanding of the needs of children and young people	E	A, I
Ability to work as part of the team	E	A, I
Have a knowledge and understanding of services user confidentiality	E	A, I
Have knowledge of child development and associated needs	E	A, I
Ability to communicate effectively, both written and verbally	E	A, I
A understanding of safeguarding and promoting the welfare of the child	E	A, I

Other (including special requirements)		
1. Commitment to equality and diversity	E	I
2. Commitment to health and safety	E	I
3. Display the LCC values and behaviours at all times and actively promote them in others	E	I
<p>4. This is an essential car user post. You will be required to provide a car for use in connection with the duties of this post and must be insured for business use.</p> <p>In certain circumstances, consideration may be given to applicants who as a consequence of a disability are unable to drive.</p>	E	I