Job Description

Job Title	Adolescent & Family Worker
Grade	Band G
Reporting To	Team Leader
JD Ref	PC0073G

Purpose

To provide a range of evidence-based interventions which support children, young people and families across the 0-19 age continuum ensuring they receive appropriate, timely, outcome-focused support. To work collectively with colleagues across Early Help & Prevention Services to ensure: children and young people are safer; the daily-lived experience of children and young people gets better; outcomes for children and young people improve; and wherever possible, family breakdown is prevented.

Main Duties And Responsibilities

Behavioural:

- Enjoy, achieve, create impact, and thrive in the role and organisation.
- Live our values in the role and organisation.
- At all times to act as a positive role model for children, young people, parents and colleagues, representing Children's Services in a professional and dynamic manner.
- Participate in supervision to ensure reflective practice which is outcomes based and evidence focused.
- Committed to continued personal and professional development, keeping abreast of practice guidance.

Communication, Engagement and Training:

- Work in partnership across Children's Services and with other agencies to deliver support to adolescents and their families which is targeted, co-ordinated and meets identified need.
- Manage a diverse caseload, taking the role of Lead Worker as appropriate, working in a creative, flexible and positive manner to prevent adolescents entering care or reduce the length of time they require care. As a champion for children, adolescents and families this will include being confident to offer healthy challenge when appropriate.
- Provide intensive support to adolescents and families, this may mean daily contact in the family home or community venues, using a range of skills and approaches to engage them in positive change which will improve their outcomes and life chances.
- Deliver and facilitate groups (e.g. Nurture Parenting and Triple P) as required or deliver and facilitate supervised contact were deemed appropriate to the needs of the service, adolescent and family.

Data Analysis and Decision-Making:

- Undertake holistic assessments of adolescent need and observations of family situations using the relevant assessment and observation tools which are outcome focused and take sufficient account of individual needs and all types of diversity.
- Plan, deliver and review individual programmes of support; ensuring that vulnerable adolescents achieve better outcomes leading to improved life chances, whether remaining within their birth family or not.

Performance Management:

- Actively participate in performance management and quality assurance activity in relation to own caseload and work.

Compliance:

- Adhere to and comply with all relevant corporate policies and procedures including Health & Safety, General Data Protection Regulations (GDPR), Corporate Governance and Code of Conduct.
- Accurately record and maintain clear, concise and high-quality case management and other records to enable preparation of necessary reports to a range of forums in accordance with Service, Departmental and corporate standards.
- Work in accordance with Wirral's policies and procedures including the data protection act, appropriate statutory legislation, regulations and guidance with particular reference to Wirral's Safeguarding and Child Protection procedures.
- Recognise, identify and manage risk associated with keeping children and young people safe, escalating and seeking advice on any issues relating to safeguarding.

Other:

- Any other duties commensurate with the grade.

Role Specific Knowledge, Experience And Skills

Qualifications

- NVQ Level 3 or equivalent in a relevant field, i.e. social care, childcare, health, working with families etc
- Continuing Professional Development (CPD)

Desirable

- NVQ Level 4 Working with families or equivalent in a relevant field, i.e. social care, childcare, health, etc.
- Evidence of post qualifying training in a relevant field for example Cognitive Behavioural Therapy (CBT).

Knowledge & Skills

- Evidence of understanding the complexity of issues locally and nationally pertaining to management of, at risk, vulnerable young people with complex multiple issues.

- Demonstrate excellent interpersonal skills and communication skills and the ability to interact and engage with children, young people and their families and key partners across the children's workforce.
- Ability to recognise and address differing priorities confronting multi-disciplinary working.
- Ability to work autonomously as a lone worker as well as part of a team to tight deadlines and manage multiple demands.
- Ability to facilitate meetings and undertake consultations with other professionals/service users/carers/families and promote partnership working.
- Ability to write reports and maintain records, including data capturing systems.
- Demonstrate experience of successful multi-agency working and evidence and outcome-based approach.
- Understanding of local authority children's social care and child protection work.
- Ability to risk assess and manage potential and actual conflict situations.
- Commitment to anti-discriminatory practice.
- Computer literate.
- Ability to converse with members of the public and provide advice in accurate spoken English.

Desirable

- Extensive knowledge of relevant legislation and legal frameworks.
- Ability to negotiate and influence across organisational boundaries to deliver person-centred services for young people and their families.

Experience

- Operational experience of managing complex cases and workloads.
- Proven experience of directly working with young people aged 0-19 years.
- Assessing family situations, developing individual packages of support and translating them into effective integrated support plans aimed at supporting young people and their families.
- Following safeguarding procedures.
- Maintaining confidentiality, sharing information appropriately and professionally.
- Exercise emotional intelligence and demonstrate a developing emotional resilience in relation to the job.

Desirable

- Experience in a specialist area such as drugs and alcohol, counselling, housing, etc.
- Delivering group work with young people and / or families.
- Delivering training programmes.
- Working with young people who demonstrate challenging behaviours.
- Assessing risks in working with children and families.
- Proactively seeking opportunities for service improvement and solution finding.

Additional Information

Work flexibly across 7 days, including evenings and weekends to meet the needs of children, families and the service. This includes a duty rota supporting family crises.

Able to travel inside and outside the Borough of Wirral.



NOTE:

The job role holder may be required to undertake other reasonable duties commensurate with the job role descriptor grade as directed by the Head of Service.

This job role descriptor will be reviewed regularly and may be subject to amendment or modification at any time after consultation with the job role holder. It is not a definitive statement of procedures and tasks but sets out the main expectations of the Service in relation to the job role holder's responsibilities and duties.

Elements of this job role descriptor and changes to it may be amended in light of organisational and service requirements.

Health & Safety Considerations:

- Work with VDUs (Video Display Unit) (>5hrs per week)
- Working with children

Approved By:
Date Of Approval: