

Leeds City Council job description



Job details

Directorate	Children & Families
Service Area	Safeguarding, Specialist and Targeted
Job Title	Futures Practitioner
Grade	PO3
Conditions Of service	NJC
Responsible To	Lead Practitioner (Futures)
Responsible For	None

Children and families at Leeds City Council

As a council our ambition is to be the [best council](#) in the UK, and we want Leeds to be the best city for children and young people to grow up in.

We are committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults. We promote diversity and want our workforce to reflect the population of Leeds.

Throughout the council, our work and behaviours are influenced by our council values of:

- working as a team for Leeds
- being open, honest and trusted
- working with all communities
- treating people fairly
- spending money wisely

Visit [Child Friendly Leeds](#) to find out how we are working with people and organisations across Leeds to achieve our vision for children and young people.

Special conditions: this post is subject to a higher level check with the Disclosure and Barring Service. Please note that a criminal record will not necessarily be a bar to obtaining employment; this will depend on the circumstances and background to any offence.

Futures is a developing service, working in Partnership with the Integrated Commissioning Board to support young parents who are either at risk of experiencing proceedings or have already experienced the loss of a child through care proceedings.

The service is designed around the Leeds Practice Model, embracing the concepts of restorative approaches, evidence-based practice, formulation and outcomes focused supervision. Holistic care packages are informed by social, health and psychological need and guided by case formulation and support proportionate to need, which may vary from initial engagement work through to intensive therapeutic interventions. The team work intensively within a trauma informed approach, considering historical experiences and informed by attachment and systemic theories. There is a strong focus on multiagency working and partnership to ensure best outcomes.

The overarching aims of the service are:

- To reduce the numbers of children coming in to care
- To reduce the incidence of successive care proceedings in children of young mothers and fathers
- To extend the time between repeat pregnancies of the client group
- To improve life circumstances of the parents involved in the service
- To improve emotional and physical health and well-being of young parents.
- To enable access to relevant formal and informal support for service users moving forward

Job Purpose: The Futures Practitioner will be an integrated member of the Futures team working to design, coordinate and implement intensive and flexible packages of support to young parents (under 25s) where there is an assessed and measurable risk of care proceedings or repeat proceedings for an infant. In particular where the young parent is at risk of poor long term social and health outcomes associated with domestic violence, substance use, and adverse life events. The young parent may be a child themselves as such at risk of becoming looked after, having poor school attendance or becoming NEET (not in education, employment and training). The Futures practitioner works always to enable and empower parents to make positive life change.

Responsibilities:

- Hold a small case load of parents and families and fully advocate for them throughout, always maintaining emphasis on achieving effective and sustainable outcomes
- Work systemically as part of a team, to collaboratively develop and deliver effective assessment, formulation and plans of intervention with parents and families, this includes allocating and overseeing work to junior staff and supporting them in their own development to deliver this effectively .
- Recognise the challenges young parents can face and use initiative and creativity to provide a responsive and flexible approach to engaging them in an approach that will work for them.
- Work as part of a team that works outside of traditional hours and uses an assertive outreach approach.
- Work as part of a team that works in partnership with other agencies and organisations, working always to develop relationships and networks and align professionals to the case formulation, so developing pathways and creating access to the most appropriate interventions and treatments at that point in time.
- Utilising guidance and supervision fully implement the Leeds Practice Model, engaging in outcome focused supervision, using effective formulation and following the Leeds Practice Principles.
- Deliver evidenced based treatments, interventions and approaches in your work that are most relevant to this client group e.g. Systemic working, CBT, DBT developmental theory, family working, strength focused approaches.
- Engage in team and individual supervision, taking responsibility for own development.
- Contribute to effective data collection and analysis to inform and improve practice.
- Contribute to training and awareness events that promote the service.
- Promote and safeguard the welfare of children young people and vulnerable adults that you are responsible for or who come into contact with the service.
- Maintain an up to date working knowledge of legislation, statutory frameworks and codes of practice, relevant to this work.
- To comply with the requirements of the Social Care Staff Code of Conduct.
- This is a developing service and as such is subject to changes in scope and operational delivery. The post holder will be expected to actively contribute to and be part of all ongoing developments
- Be flexible and adaptable to change to assist other services as required, commensurate to grade
- Participate in appraisal, training and development activities to ensure up-to-date knowledge and skills
- Improve own practice through observation, evaluation, discussion and development programmes
- Work collaboratively with colleagues, knowing when to seek help and advice
- Contribute to the overall ethos, work and aims of the service by attending relevant meetings, training days and events as requested
- Be aware of and comply with Leeds City Council policies and procedures such as child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person

- Be aware of and support difference and ensure equality for all by working in an anti-discriminatory manner, upholding and promoting the values, standards and equal opportunities of Leeds City Council
- Recognise and appropriately challenge any incidents of racism, bullying, harassment or victimisation and any form of abuse of equal opportunities, ensuring compliance with relevant policies and procedures
- The postholder is expected to work within the parameters of the council's flexibility protocol
- The duties outlined are not meant as an exhaustive list and will also comprise any other duties within the spirit of the post commensurate with the job evaluation outcome for this post

Qualifications - Relevant professional qualification in related health or social care discipline . E.g. social work, nursing, allied health professional, therapeutic modality e.g. CBT .

PERSONAL SPECIFICATION

ESSENTIAL REQUIREMENTS: It is essential that the Candidate should be able to demonstrate the following criteria for the post within the context of the specific role duties and responsibilities: Candidates will only be shortlisted for interview if they can demonstrate on the application form that they meet all the essential requirements

Method of Assessment will be through one or more of the following Application Form, Test, Interview, and Certificate

Skills Required

- Effective communication and engagement skills
- Able to work in highly distressing situations and a variety of settings
- Able to be responsive and flexible to the needs of the individual within a context of restorative practice.
- Able to stay with enduring issues and continue to apply a strength based approach
- Able to engage in group and individual supervision and receive feedback on your work.
- Able to work alongside partner agencies in delivering multifaceted plans of care.
- Able to recognise and manage safety and safeguarding concerns for both children and adults
- Able to work as part of team and a team approach that works intensively and flexibly .
- Able to work autonomously and manage own time to prioritise workload and to achieve results
- Car driver

Knowledge Required

- Up to date professional and personal development and adherence to own professional standards and code of conduct
- Awareness of this client group and the challenges they face in relation to individual development and potential experiences of adversity.
- Understanding of formulation , goal setting and evidenced based/informed intervention
- Understanding of trauma Informed practice , restorative practice and associated psychological theory.
- Of pre-birth assessment process and care proceedings.
- Working knowledge of effective multidisciplinary working and own contributions and accountability
- Understanding of the principle of confidentiality including its limits in relation to protection of Children , Young people and particularly young adults .

Experience Required

- Of delivering complex packages of care.
- Of receiving supervision
- Of working directly with young people and families in community settings who present with a range of complex needs e.g. mental health, social drug and alcohol problems, relationship difficulties and domestic violence
- Of working in multidisciplinary and multi-agency way and developing effective partnerships.

Behavioural & other Characteristics required

- To be a strong team player
- Demonstrate active commitment to flexible and creative practice and be prepared to 'go the extra mile'
- Demonstrate openness and adaptability to change
- Demonstrate active commitment to trauma informed practice and continuous practice improvement and professional development .
- Committed to continuous improvement
- Able to understand and observe Leeds City Council's Equality and Diversity Policy
- Carry out all duties having regard to an employee's responsibility under the council's Health, Safety and Wellbeing Policy
- Willingness to actively participate in training and development activities to ensure up-to-date knowledge, skills and continuous professional development
- Understand and embrace our values, behaviours and codes of conduct

DESIRABLE REQUIREMENTS: It is essential that the Candidate should be able to demonstrate the following criteria for the post within the context of the specific role duties and responsibilities: Candidates will only be shortlisted for interview if they can demonstrate on the application form that they meet all the essential requirements

Skills Required

- Able to use formulation and apply to individual care planning
- Able to apply a range of psychological and social theories and evidence based approaches e.g. CBT, systemic working, family working, social learning theory

Knowledge Required

- Of professional training in specific psychological /mental health / drug and alcohol treatments or approaches
- Of understanding of Restorative Practice and its driving principles
- Of infant and child development and effective parent training/support approaches

Experience Required

- Of delivering specific psychological /mental health/drug and alcohol treatments and approaches.
- Of using Restorative Practices within own or partnership working.
- Of child protection processes and court systems
- Of working with young parents in first 1001 days .

Job Description Content Prepared / Reviewed by:

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Designation MST Programme Manager

Date March 2023

Confirmation of Job Evaluation Undertaken Bridget Campbell

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