

Leeds City Council

Children & Families

Job Title: Specialist Support Worker (Futures)

Service Area: Safeguarding, Specialist and Targeted

CORE VALUES, AMBITIONS AND GOALS FOR CHILDREN'S SERVICES EMPLOYEES

As a Council our Ambition is to be the best City Council in the UK

Our behaviours will be influenced by our values of;

- Working as a Team for Leeds
- Being Open, Honest & Trusted
- Working with Communities
- Treating People Fairly
- Spending Money Wisely

Children's Services Directorate

Our Vision

We want Leeds to be a Child Friendly City and are committed to ensuring that children and young people;

- are safe from harm
- do well at school and are ready for work
- choose healthy lifestyles
- have fun growing up, and
- are active citizens who feel they have voice and influence

Our goals

We believe that every Children's Services employee can make a contribution to make our vision a reality and we encouraged everyone to work as part of the directorate team to shape children and family centred local services based on our priorities of ;

- helping children to live in safe and supportive families
- ensuring that we protect the most vulnerable
- encouraging activity and healthy eating
- improving support where there are additional health needs
- promoting sexual health
- readiness for school
- improving behaviour, attendance and achievement
- reducing the numbers of young people who are not in employment, education or training
- providing opportunities for play, leisure, culture and sporting opportunities
- reducing youth crime and anti-social behaviour
- increasing participation, voice and influence

Directorate	Children & Families
Service Area	Safeguarding, Specialist and Targeted
Job Title	Specialist Support Worker (Futures)
Grade	SO1
Conditions Of service	NJC
Responsible To	Lead Practitioner (Futures)
Responsible For	None

Futures is a developing service, working in Partnership with health on the 'Breaking the Cycle' agenda, that provides support to 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 to intensive therapeutic interventions. The team work within a trauma informed approach, considering historical experiences including loss and grief, and informed by attachment and systemic theories. There is a strong focus on multiagency working and clear 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 these mothers
- To improve life circumstances of the parents involved in the service
- To enable access to relevant formal and informal support for service users moving forward

Job Purpose: The Specialist Support Worker will be an integrated member of the Futures team working to coordinate and provide 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).

Responsibilities:

The support worker will build positive relationships and work closely with Childrens Social care teams and other key agencies throughout the young parent's involvement with services providing advocacy and ongoing support in collaborative and restorative ways.

Working alongside the Futures practitioners the post holder will provide direct support to young people across the team and will utilise and promote a systemic 'think family' approach.

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

The specialist support worker is expected to deliver support to young people as agreed by the Futures Practitioner.

To work directly with young parents throughout their involvement with services to provide practical and specific supported identified within formulation and based on need.

Support young people to develop supportive networks that can enable well-being moving forward

Support identified young people to build parenting skills and overall capacity to parent.

To assist young people in practical needs such as housing, budgeting, job attainment, and pro-social recreational activities.

To work with young people to encourage positive changes within behaviours and lifestyle.

To support young people in accessing interventions and programmes that will benefit their health and well-being.

To maintain clear and concise documentation of risk; support and interaction.

To identify barriers to young people accessing services and activities and work towards how such barriers can be overcome.

To fully implement the Leeds Practice Model, engaging in outcome focused supervision, using effective formulation and following the Leeds practice principles.

Be available to practitioners and engage in activities to support practitioners in their work with young people and families.

Engage in team and individual supervision, taking responsibility for own development.

To be prepared to be flexible within working hours as and when required utilising an assertive outreach approach.

Contribute to awareness events that promote the service.

Promote and safeguard the welfare of children young people and vulnerable adults.

Maintain an up to date working knowledge of legislation and statutory frameworks, including DfE Working Together, the Children Act 2004 and local Child Protection Procedures, and appropriate adult safeguarding legislation.

To participate in development activities as necessary and to ensure up to date knowledge and skills.

To undertake other duties appropriate to the post as required by the Lead Practitioner.

To comply with the requirements of all Leeds City Council policies, procedures and staff instructions, including responsibilities under the Health and Safety Policy and Procedures and to actively promote and support Leeds City Council's Policies on Equal Opportunities and to work in an anti-oppressive manner

To comply with the requirements of the Social Care Staff Code of Conduct on Confidentiality and the Data Protection Act 1998.

To undertake other duties appropriate to the post.

To participate in appraisal, training and development activities as necessary to ensure up to date knowledge and skills

To improve own practice through observation, evaluation, discussion with colleagues and CPD programmes.

To 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/events as requested.

Be aware of and comply with Leeds City Council policies and procedures e.g. 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 working in an anti-discriminatory manner, upholding and promoting the 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 and making sure the individual/s involved understand it is unacceptable.

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. The job description will be reviewed regularly in the light of changing service requirements and emerging learning and any such changes will be discussed with the post holder.

Qualifications - Educated to degree level or equivalent, in related subject

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

Ability to work as a team member

Ability to work with Young People to develop a safety plan

Effective communication skills

Create, maintain and develop relationships with Young People, carers, and other professionals

Resilient in challenging circumstances

Able to work autonomously

Self-disciplined ability to manage own time to prioritise workload and to achieve results

Ability to work within a team and maintain professional boundaries

Commitment to anti-oppressive and anti-discriminatory practice

Ability to maintain confidentiality

Able and willing to work flexible hours

Must demonstrate an ability to use IT Systems

Capable of expressing information and ideas orally and in writing in a manner which is appropriate and meaningful to the audience

Ability to use own initiative to plan and complete tasks to meet the needs of the role

Adaptable to change

Knowledge Required

Understanding of formulation and goal setting

Of evidenced based therapeutic intervention

Understanding of Trauma and Attachment

Understanding the impact of loss and grief

Resources available in the community and the ability to connect families to those resources

Working knowledge of care proceedings

Awareness of agencies which support young people and children including health, voluntary sector etc.

Understanding of the issues which may be barriers for young people reaching their goals

Understanding of Restorative Practice and its driving principles

Understanding of restorative supervision

Experience Required

Of working directly with young people and families who present with a range of complex needs e.g. mental health, social drug and alcohol problems, relationship difficulties and domestic violence

Of multi-agency agency working and signposting to appropriate support

Of receiving supervision

Demonstrable experience of working with families in a community based setting

Of using evidenced based therapeutic interventions

Of using Restorative Practices within own or partnership working

Demonstrable experience with child protection and court systems

Behavioural & other Characteristics required

Committed to continuous improvement

Ability to understand and observe the Council's Equal Opportunities Policy

To carry out all duties having regard to an employee's responsibility under the Council's Health & Safety Policies

Willingness to actively participate in training and development activities to ensure up to date knowledge, skills and continuous professional development

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Willingness to actively participate in training and development activities to ensure up to date knowledge, skills and continuous professional development

Understand the principle of confidentiality including its limits in relation to protection of Children and Young people

Participate in and present relative training/evidence based practice within the team and to partner agencies

Car driver essential

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

N/A

Knowledge Required

N/A

Experience Required

N/A

Behavioural & other Characteristics required

N/A

Job Description Content Prepared / Reviewed by:

Name Emma Ross Designation MST Programme Manager Date

Confirmation of Job Evaluation Undertaken **JE Ref Number** SOC01

Name Designation Date