

Job description

Family Support Practitioner

- Grade: S02
- Reports to: Family Support Coordinator/Deputy Family Support Coordinator
- Direct reports: None
- Your team: Bright Start Islington
- Service area: Early Help
- Directorate: Children and Young People

Special requirements of the post

Workstyle: Front facing (High presence, three to four days a week)

- Colleagues with regular physical contact with residents and businesses in the borough and on-site, but some activities could be done remotely (such as paperwork)

This post requires a DBS check at the appropriate level: Enhanced with Barring Children/Adults

This is a safety critical post and will be subject to the council's drug and alcohol policy

This post is subject to the council's declaration of interest procedure

Our mission

Islington is a place rich with diversity and culture. As a council our sense of purpose couldn't be clearer: we serve. It's in the logo. We are committed to challenging inequality in the borough and as one of the largest employers we know that to look after the place and the planet, we have to look after our people. **Together we can change the future.**

To do this, everyone who works at Islington Council lives by a set of values which guide us in everything that we do: collaborative, ambitious, resourceful, and empowering. They spell out 'CARE', which is what we think public service is all about.

Overview of the role

Key responsibilities

1. Provide a flexible, graduated approach which responds to the identified needs of families. This will range from offering hands on practical help to intensive support to families in their homes at a variety of times including early morning, evenings or at weekends.
2. Undertake the role of Lead Professional, co-ordinating the professional network through a Team around the Family and one whole family plan which is reviewed and adjusted regularly in order to meet the family's continuing needs.
3. Complete collaborative early help assessments and SMART family friendly action plans to address family needs and improve family functioning.
4. Establish effective professional relationships with key partners such as health, employment services, targeted and specialist services, schools, housing and early years' settings.
5. Work in partnership with parents/carers to increase parental confidence and capacity, supporting healthy attachment and encouraging containing and nurturing relationships that promote child development.
6. Contribute to the implementation, delivery and evaluation of evidence based early intervention practice models including parenting programmes in partnership with other professionals.
7. Maintain accurate, up-to-date and succinct records that demonstrates work completed and progress towards outcomes.
8. Help families to develop their resilience by maintaining an up to date knowledge of national and local resources available to families in their locality, including through the voluntary and community sector, faith based organisations, universal services such as play and youth and training and employment services.
9. Deliver interventions that improve children's outcomes such as encouraging the take up of early education provision for 2, 3 and 4 year olds; ensuring school attendance is a priority for children and young people; improving the management of health issues; reducing anti-social behaviour and offending; addressing the impact of domestic violence and abuse and providing support and guidance for families to enable them to progress to work or gain successful employment.
10. To work in accordance with local and national child protection and safeguarding procedures and adhere to London Borough of Islington policies and procedures.
11. Ensure that interventions are trauma informed and rooted in motivational practice, including participation in group and individual supervision, reflecting on practice, contributing to quality assurance and self-evaluation

Compliance

Ensure adherence to legal, regulatory, and policy requirements under GDPR, Health and Safety, Employee Code of Conduct and in your area of expertise by identifying opportunities and risks, and escalating issues as necessary.

Person specification

Your application form needs to demonstrate how you fulfil the role's requirements. It is essential to address the criteria, as this will be used to evaluate your suitability for the position.

Essential and desirable criteria

Essential: the basic requirements that must be met for someone to be considered for a particular job. These criteria are mandatory and cannot be negotiated. Essential criteria directly impact the core qualifications or skills necessary to perform the job effectively.

Desirable: the additional qualities, skills, or qualifications that would be advantageous for a candidate to possess but are not mandatory. Not meeting them does not automatically disqualify someone from consideration for the job. This also allows candidates who do not possess certain desirable criteria the opportunity to explain how their other knowledge, experience and skills relate to these and what they may be in the process of doing or willing to do to achieve these.

Knowledge

Essential criteria	Criteria description	Assessed by
1	Minimum NVQ level 3 or equivalent level, in early years, family support, education, health, social care, play/youth work or similar, with post qualifying experience as a practitioner in a related fieldwork setting.	Application

Experience

Essential criteria	Criteria description	Assessed by
2	Substantial experience in building purposeful relationships balancing empathy and authority in order to assess family needs, create family plans and deliver interventions that lead to improved family outcomes and longer-term resilience.	Application/Interview/Test
3	Proven ability to work collaboratively with partner agencies to improve family outcomes including experience of coordinating professional networks around families, taking the role of lead professional where appropriate	Application/Interview/Test

4	Safeguarding Able to safeguard and promote the welfare of children. Knowledge of relevant local and national safeguarding procedures and thresholds with experience of applying these to practice.	Application/Interview/Test
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Skills

Essential criteria	Criteria description	Assessed by
5	Challenging inequalities Demonstrable ability to recognise and address the impact of discriminatory factors such as class, income, gender, sexuality, lone parenting, disability, race and racism on children and families; and to engage with and support children and families and work with other professionals to address the discriminatory disadvantages families in Islington may face in accessing services such as education, employment and housing including the ability to adhere to the council's dignity for all policy	Application/Interview/Test
6	Relationships and effective direct work An understanding of child development, trauma informed practice, and the family/environmental stressors that can have a detrimental impact on children reaching their full potential.	Application/Interview/Test
7	Flexibility Able to work independently and flexibly to enable service delivery to meet the needs of families, including at times	Application/Interview/Test
8	Communication Able to communicate clearly and effectively in writing, using IT skills to produce accurate written records using basic software packages and case work recording systems	Application/Interview/Test



Our accreditations



Our accreditations include Disability Confident Leader, The Mayor's Good Work Standard, London Living Wage Employer, Stonewall Diversity Champion, and Employer with Heart.

