

Job description

Job title: Bright Futures Family Support Practitioner

- Grade: SO2
- Reports to: Deputy Family Support Coordinator
- Direct reports: None
- Your team: Bright Futures
- Service area: Safeguarding and Family Support
- Directorate: Children and Young People

Special requirements of the post (delete as applicable)

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)

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

Bright Futures offers help for families with children over five years old, within three locality areas. Children and families are supported to build resilience and improve their long-term outcomes.

Family Support Practitioners work with children and their families to identify needs and improve outcomes for children and young people. They work with the whole family to improve those outcomes.

This post will work across the three localities to provide timely responses and flexible responses including case holding interventions to support families with multiple complex needs.

Key responsibilities

Family Support Practitioners work in partnership with families and engage informal and formal support networks in their communities to ensure lasting positive outcomes. They encourage resilience to enable families to build strong relationships and strategies to deal confidently with the ups and downs of parenting and family life by:

1. Providing 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. Undertaking 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 to meet the family's continuing needs.
3. Completing collaborative early help assessments and SMART family friendly action plans to address family needs and improve family functioning.
4. Establishing effective professional relationships with key partners such as health, employment services, targeted and specialist services, schools, housing and early years' settings.
5. Working 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. Contributing to the implementation, delivery and evaluation of evidence based early intervention practice models including parenting programmes in partnership with other professionals.
7. Maintaining accurate, up-to-date and succinct records that demonstrates work completed and progress towards outcomes.
8. Helping 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. Delivering 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. Working in accordance with local and national child protection and safeguarding procedures and adhere to London Borough of Islington policies and procedures.

11. Ensuring 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.

12. Any additional duties consistent with the grade and level of responsibility of this position, for which the holder possesses the required experience and/or training.

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, experience, and skills (No more than 12 is advised – use 'tab' to create a new line when needed)

Point	Criteria description	Essential/desirable
1	Qualifications: 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	Essential
2	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 councils dignity for all policy	Essential
3	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.	Essential
4	Assessments and plans: Substantial experience in building purposeful relationships balancing empathy and authority to assess family needs, create family plans and deliver interventions that lead to improved family outcomes and longer-term resilience	Essential

Point	Criteria description	Essential/desirable
5	Multi-agency working: 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.	Essential
6	Safeguarding: Able to safeguard and promote the welfare of children. Working knowledge of relevant local and national safeguarding procedures and thresholds with experience of applying these to practice.	Essential
7	Flexibility: Able to work independently and flexibly to enable service delivery to meet the needs of families, including at times and in venues that are accessible and convenient for families.	Essential
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.	Essential

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.