Cumberland Council

Post Specification

Date	**March 2023**
PG Number	**5297**
Post Title	**Child and Family Worker**
Job Family	**People Care and Development**
Job Family Role Profile	**PCD8ii**
Final Grade	**Grade 9 (Inc. JWC's)**

To be read in conjunction with the job family role profile

Service Area description
Child and Family Support Services
Purpose of this post
To improve outcomes for vulnerable children, young people and their families by working as part of a multi-agency team focusing on a range of complex needs.
Key job specific accountabilities

1. Work with families to improve their parenting skills to meet the identified needs of individual children.
2. Supervise and carry out tasks as ordered by the Courts under the direction of the allocated social worker/inclusion officer.
3. Work as part of a multi-agency team around the child to an agreed plan which ensures that there are appropriate services in place to meet the needs of the child. Promote multi agency and integrated ways of working.
4. Transport and/or escort children or vulnerable adults sensitively and safely.
5. Prepare and maintain accurate written records and reports in accordance with departmental requirements including statutory functions.
6. Undertake assessments of the needs of children and families at the early help or intervention level so the thresholds to identify/ monitor progress and inform a plan to address the identified issues are agreed.
7. Undertake specific tasks to contribute to a statutory assessment of a child in need/in need of protection.
8. Ensure that the voice of children and young people is heard and informs assessment and direct work.
9. Work and evidence therapeutic direct interventions with children and young people, who have complex needs, their parents and carer/s in accordance with the agreed plan.
10. Where appropriate hold cases.
11. Adhere to the practice of individual staff supervision and annual appraisal in order to maintain the highest possible levels of skill, expertise and personal development.
12. Conduct all work in accordance with County Council Equality and Diversity policy and in a non-discriminatory and anti-oppressive manner.
13. Adhere to County Council policies on confidentiality and information sharing giving due to consideration to the protection and wellbeing of the child as paramount.
14. Contribute to the County Councils emergency planning activity in a time of crisis.
15. Support the Council's core values and corporate standards.
16. Undertake such other duties and responsibilities commensurate with the grading and nature of the post.

17. Ensure that the Service is at all times pursuing good individual relations and fair personnel, health and safety, equal opportunity and management practices. To take reasonable care of your own health and safety.

Enhance the Council's image within the community by promoting awareness of services and achievements and encourage greater public participation.

Please note annual targets will be discussed during the appraisal process

Key facts and figures of the post

Budget Responsibilities	•
Staff Management Responsibilities	•
Other	•

Essential Criteria - Qualifications, knowledge, experience and expertise

- NVQ 3 or equivalent in a relevant professional area, social care, education, NNEB, child care
- Evidence of ongoing professional development
- Knowledge of current relevant national policies, statutory guidance and legislation in respect of children and young people including child protection
- Knowledge of child development 0 – 19 inclusive
- Knowledge of managing challenging behaviour
- Understanding of working with drug, alcohol, domestic violence and mental health issues
- Knowledge of attachment theory and behaviours
- Understanding of Equality and Diversity issues
- Knowledge of the impact of loss and trauma on children and young people
- Experience of working with individual children and young people 0 – 19 their families and/or carers
- Experience of working with other agencies and partners to improve outcomes for children and young people
- High level of interpersonal skills
- Ability to communicate at all levels with effective concise, relevant and accurate material both written and verbal, to meet the individual needs of children and young people and their families
- Ability to prioritise and manage work effectively to reach agreed timescales and deadlines
- Ability to deal with difficult, sensitive, emotional and stressful work
- Ability to risk assess and respond to a range of situations
- Ability to work within settings and the community independently
- ICT competent in using Microsoft Word, Excel, Email and Internet
- Ability to assess, complete and review a needs led child's plan
- Good observation and active listening skills
- Ability to manage confidential information
- Ability to work on own initiative and as part of a team
- Professional integrity, reliable, consistent, adaptable and resilient
- Ability to motivate and develop others
- A willingness to commit to ongoing professional development and training
- Ability to show empathy and understanding of other views

Desirable

- NVQ4, degree or equivalent in relevant professional area, Education, social care, child care Counselling
- Parenting programmes
- Awareness of Health and Safety requirements
- Knowledge of the way in which partners work e.g. schools, health agencies housing providers
- Knowledge of relevant benefit systems and funding sources

- Previous experience of working in and a good understanding of the services provided by a Children's Services directorate
- Experience of group work
- Experience of Parenting programmes
- Experience of working with challenging families
- Experience of working with children with complex needs
- Group work skills including parenting programmes
- Awareness of the impact on children of emotional and social circumstances and events

- Ability to produce quality court reports

Able to problem solve and offer solutions

Disclosure and Barring Service – DBS Checks
• This post requires a DBS check. • The level of check required is: ○ DBS Enhanced - Children & Adults

Job working circumstances	
Emotional Demands	Occasionally job involves some generally distressing situations for others.
Physical Demands	Irregular, modest level of effort.
Working Conditions	Some general abusive language and aggressive behaviour witnessed by but not directed at the Post Holder, 15 – 35% of the time.

Other Factors
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