



*Let your light shine before others
Matthew 5: 16*



Family Support Worker Job Description and Person Specification

JOB TITLE: Family Support Worker

EMPLOYER:

GRADE: NJC point 8 rising to point 9 in the second year

TERMS: 30 hours a week over 40 weeks per year (0.73 FTE contract) together with enrolment in the local government pension scheme or equivalent

LOCATION:

FUNCTION: Provide focussed family support to families with complex needs, working with parents / carers and their children in their homes and in groups, outside of core office hours, to increase the skills, confidence and abilities of all family members to live their daily lives in a positive and safe way.

Engage with relevant statutory services and local resources to improve parenting capacity and empower them to promote their child / children's personal development, their school attendance and their engagement with learning.

Job Description – Main Responsibilities

1. To offer emotional and practical support to parents and their families, in their own homes and in the community.
2. To offer a whole family / family centred approach to families with complex needs and who are identified by school's coordinator for The Beacon.
3. To ensure you have an understanding (appropriate to your role) of and comply with schools' procedures for promoting and safeguarding the welfare of children and vulnerable adults.
4. To understand the context and remit of The Beacon project and the necessary focus of your work.
5. To build a trusting relationship with parents/carers and young people to help address barriers to their child/children's personal development and academic progress.
6. To build up knowledge and understanding of local resources and community and statutory services, including Mental Health Teams, Social Services, Health, CAMHS, schools and voluntary services, and communicate effectively with them in the best interests of the child and family.

7. To comply with schools' Diversity & Equality Policy in every aspect of your work and positively promote the principles of these policies amongst colleagues, service users and other members of the community.
8. To work alongside colleagues to assess the needs of the families referred to you for you intervention and contribute actively to reviews and evaluation of your work.
7. To help plan creative and innovative responses to families' needs and keep high quality records and assists with the preparation of reports.
8. To attend conferences, review meetings, supervision and training sessions as requested.
9. To comply with schools' policies for health and safety and data protection policy, to protect your own and other's health, safety and welfare.
10. To work flexibly and be able at all times to evidence The Beacon's aims, underpinned by the Diocesan Board of Education values:
 - love, forgiveness and reconciliation at the heart of all relationships;
 - all members of the school community valued equally;
 - needs of the child at the heart of decision making;
 - leadership guided by integrity, courage, humility and service;
 - highest moral and ethical standards;
 - governance based upon challenge and partnership.

Person Specification

1. An appropriate qualification
2. Knowledge and experience of direct work with families who have complex needs/ and understanding of the Troubled Families' remit
3. Knowledge of the roles and responsibilities of statutory and voluntary services and experiences of liaising with them
4. Understanding of Keeping Children Safe in Education and safeguarding practice for children and vulnerable adults.
5. Experience of working with people in their homes
6. Excellent interpersonal and communication skills
7. Ability to work both independently and as a member of a team
8. Ability to give accurate information and practical support to family members of all ages
9. Ability to present information clearly and accurately, including reports, and to use IT to support professional communications
10. The ability to reflect on own practice; undertake training advice and constructive feedback.
11. Ability to work flexibly to meet the aims of The Beacon project
12. A commitment to equal opportunities and an understanding of the impact of deprivation and discrimination on communities, families and individuals.
13. Willingness to actively contribute to enabling children and their families to flourish and live their lives in fulness through Christ as mapped out in The Beacon project plan.