



Family Support Worker - Multidisciplinary Neurodiversity Team

Salary: Band 6, **£27,363 to £31,067** per annum

Contract Type: **Fixed term/secondment** for one year

Hours: **Full time** (37 hours per week)

Portsmouth Local Authority is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment to improve outcomes for children.

DBS Disclosure at Enhanced level will be required prior to any offer of employment and this post is exempt from the Rehabilitation of Offenders Act 1974.

Every post is subject to PCC and Portsmouth Safeguarding Children Partnership safer recruitment procedures.

Portsmouth City Council

At Portsmouth City Council we're all about developing our staff, because we want to build a bigger and better city, but we need the best employees to do so.

With a little over 207,000 residents and 7,000 businesses throughout this city, this unitary authority's main goal is to ensure the best care and development of all those within the city. From customer service to multi-million pound projects, our residents are at the heart of everything we do.

Our exciting new service offer

In Portsmouth we are proud to be at the forefront of integrated multi-agency work with neurodiverse children and their families. As a national trailblazer, we have launched our new ND pathway and Multidisciplinary 0-19yr Neurodiversity Service. This brings together experts from a range of fields to provide universal and targeted information, advice and guidance.

We are frequently told that early identification of neurodevelopmental differences and robust planning can significantly improve a child's outcomes. Parents and practitioners have often felt frustrated by the complex system of support, assessment and intervention. Neurodevelopmental differences can be seen as the direct effects of brain 'wiring,' observable via:

- Behaviour
- How a person thinks
- How a person sees the world
- How a person responds emotionally
- Problem Solving
- Learning style
- How a person relates to others.



This exciting new role will give you the opportunity to work alongside a range of ND expertise in the city. Working closely with colleagues, children and their families you will help us to better understand the challenges they face when children have additional needs and help shape our work to meet these needs.

What is the role?

Are you an experienced practitioner with a passion for working with children who are neurodiverse and their families? Can you develop positive relationships to support and empower children and their families to identify needs and make robust plans to meet them? Do you understand the challenges children, and their families experience when they have additional needs? Can you inspire colleagues across the system? Do you thrive on being creative, and collaborative when problem solving?

If so, you might be the person we are looking for.

Reporting to the Service Lead, you will be part of something special. Delivering a range of information, advice and guidance for children, families and practitioners, you will be central to improving the way in which we as a city support children, families and practitioners to navigate the many challenges and successes of being neurodiverse.

Using your skills and knowledge, you will ensure that practitioners across the workforce are able to map a child's individual profile and plan to meet their needs. You will ensure information, advice and guidance is provided to children, families and practitioners in the most effective way to ensure that improved outcomes are achieved, including reducing demand on high-cost specialist services.

The nature of the role means that occasional evening and out of hours working are requirements for these positions.

Who is the person?

You have:

- A nationally recognised qualification such NVQ level 4 or other higher-level qualification or equivalent experience.
- Up to date working knowledge of safeguarding children and young people and ability to complete risk assessments.
- Experience of working with children, young people and families
- The ability to demonstrate knowledge of child development to support objective, family led planning and, ideally, some understanding of youth justice practice and frameworks (though training will be given)
- A positive attitude to helping young people and delivering a safe and effective offer
- A flexible approach to service delivery and be focused on good outcomes for children and young people, offering individualised support based on identified need.
- The ability to demonstrate excellent communication skills with children and their parents and professionals
- The ability to respond to changing priorities and to meet tight deadlines.

- A restorative approach to practice and the ability to reflect and learn, to drive continuous improvement in service delivery.
- The ability to demonstrate an understanding and commitment to multi-agency working, and confidence to communicate with partner agencies , including facilitating meetings.
- The ability to evidence high quality assessment and record keeping skills with a good knowledge of safe record keeping standards and information governance
- The ability to plan and facilitate small groups activities to support progress in individual early help plans.
- The ability to demonstrate competence in using range of IT software and maintain good recording standards.
- A driving licence with access to transport, or the ability to easily access public transport to move across Portsmouth City.

You will need to demonstrate that you have the Right to Work in the UK. No post will be offered without it

General Data Protection Regulation (GDPR)

As part of any recruitment process, Portsmouth City Council collects and processes personal data relating to job applicants. Portsmouth City Council is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations under the General Data Protection Regulations (GDPR).

Completing and sending an application in for a vacancy is your consent for us to process your data for the purpose of recruitment. Your data is not used in any other way, and you can withdraw your consent at any point in the recruitment process and we will destroy or delete your information.

For more detailed information on what we collect, how we use, store, delete data and your rights you can access a privacy statement on our Job board.