

Early Help and Prevention Family Support Worker

Salary: Band 7, £33,061 to £36,363 per annum

Contract: 2 x Permanent Post & 1 Year Fixed Term / Secondment for maternity cover

Hours: Full time (37 hours per week), Monday to Friday 8.30am to 4.00pm

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.

The Service

The Early Help and Prevention Service in Portsmouth is a new way of doing things – providing extra practical help with families early on, to stop problems getting worse. We talk with families about the things that are most important to them, what might help and what we can do differently to help them. This is how we start working together with the whole family to help get things back on track.

We are committed to working with families to repair harm and relationships. We are restorative in all we do, working closely with partnership agencies to provide high challenge and high support, building strong relationships between practitioners and their families. We have been recognised by Ofsted as a "Good" Local Authority, working systemically to provide services improving outcomes for children and their families.

As a service we take pride in our work by valuing others, focusing on what's important so that we make a real and positive difference. Our values are outlined in our Ways of Working and our Guiding Principles and if they reflect how, you are and how you work then this could be the role that meets your expectations.

What is the role?

Reporting to the multi-agency leadership team, you will engage with families and young people to assess need holistically and work with them to develop sustainable solutions that improve their functioning and achieve better outcomes for their children.

You will ensure that help is provided to families and young peoples in the most effective way to ensure that the improved outcomes are achieved, including reducing demand on statutory child protection services and other specialist services.

The main responsibilities are to:

- Complete early help assessments with families to understand their needs and work with them to improve outcomes
- Provide direct work with individuals, families, and groups on range of issues such as problematic/ challenging behaviour; emotional wellbeing; alcohol and drug misuse; healthy relationships, family relationships; and housing and income
- Adopt a style of practice, in line with restorative principles, to work with families, empowering them to find their own solutions to identified problems.
- Provide quality up to date information, advice and support which supports children and young people's emotional health, personal and social development and promotes healthy lifestyles in schools and colleges across Portsmouth City
- Promote the involvement of young people in planning, delivery, and evaluation of services.
- Offer information and advice and support to young people in a variety of settings/environments as required to meet the aims of the service. It is expected that this will be for an agreed period of time and monitored with the family and young person alongside supervision
- Represent the service at meetings and at school/ college and community events when required.
- Be the lead professional, accessing support from a team of professionals as appropriate to ensure the needs of the whole family are addressed. This will include feeding back the outcomes to the original referrer
- Keep up to date on issues that affect children's and young people e.g., changes in government policy and local practice.
- Support all services delivered by the multiagency teams through the Team around the worker model
- Be aware of and contribute towards achieving the KPIs set for the Early Help and Prevention Service within your locality.

Who is the person?

As a Family Support Worker with Portsmouth City Council, you will need:

- A nationally recognised qualification such NVQ level 4 or other higher-level qualification or equivalent experience
- An up to date working knowledge of safeguarding children and young adults
- Experience of working with young people and their families
- A positive attitude to helping young adults and delivering a safe and effective offer.
- The ability to demonstrate knowledge of child development to support objective, family led planning
- 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
- Excellent communication skills with children, young people and parents
- 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
- An understanding and commitment to multi-agency working, and confidence to communicate with partner agencies, including facilitating meetings
- An 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

- To demonstrate competence in using range of IT software
- To be a car driver with access to transport or able 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.