



## **Family Safeguarding Recovery Worker**

**Salary:** Band 8, £36,363 to £39,151 per annum

**Contract:** Permanent

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

Portsmouth City Council is committed to safeguarding and promoting the welfare of children, young people and adults who may be vulnerable, and expects all staff and volunteers to share this commitment.

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's Partnership safer recruitment procedures.

### **Why work for Portsmouth City Council:**

The Children, Families & Education Service provides social work, care, support and intervention with children, young people and their parents/carers. This includes Children in Need of Support, Protection and Care, including Care Experienced, Children with Disabilities and Young People who offend and/or are at risk of exploitation.

Portsmouth City Council is committed to keeping the welfare of children, young people and their parents / carers paramount. As part of our approach, we are committed to working with families to repair harm and relationships.

We are restorative in our approach to working with families and each other, working closely with partner agencies including health, police, education, housing and voluntary agencies to build strong relationships. Portsmouth has implemented a Portsmouth Model of Family Practice which incorporates the Family Safeguarding model, promoting direct work with parents to address any mental health, substance misuse or unhealthy relationship difficulties which may be impacting on their parenting.

Judged 'Good' by Ofsted (with outstanding in 'the experiences and progress of children who need help and protection'), we are now striving towards becoming an overall 'Outstanding' service and are committed to promoting a 'whole family' approach to safeguarding and 'going home' in Portsmouth. We continue to provide significant investment in social work with children, young people and their families to make this a reality.

In their inspection in May 2023, Ofsted recognised:

- "Skilled, joined-up work, delivered through the local authority's preferred model of practice and involving workers for adults and children, is improving the experiences and progress of children."
- "Portsmouth's leaders are ambitious for their workforce to be trained and effective practitioners."



- "Portsmouth is a centre for learning and practitioners benefit from a comprehensive workforce development offer."

We are committed to being on an active anti-racist journey. In 2024 we signed up to the Social Care Workforce Race Equality Standard (WRES). The WRES programme aims to progress workforce race equality in adult and children's social care and empower local authorities to address any gaps or concerns of inequality in their workforce.

## **The Team**

The Family Safeguarding Adult Team is integrated into Children's Social Care services, providing intervention with parents & carers to actively support change, with the intention to help more children to live safely at home.

Portsmouth City Council Children's Services is committed to promoting a multi - disciplinary, 'whole family' approach to safeguarding and reunification in Portsmouth. We want families to bring up their children to be safe and well, offering support to prevent the need for care, reduce the length of care when it is required, and to always strive for children to return home whenever it is safe and, in the child's, best interest to do so.

The key focus is to work collaboratively and in partnership with families to tackle vulnerability and their individual needs. This includes providing specialist advice and guidance to professionals and undertaking direct work with parents / carers to address their assessed mental health, substance misuse and domestic abuse needs. This aims to improve their parenting skills and capacity to achieve and sustain positive change. This also includes liaising with established adult services where additional specialist provision is required.

## **What is the role?**

The post holder will:

- Be a Family Safeguarding Recovery Worker co-located in one of the Family Safeguarding and Support Teams or the Building Your Futures Team.
- Work as part of a multi-disciplinary team of children's Social Workers and other adult workers (including Mental Health and Domestic Abuse Workers) to safeguard parents/carers and their children.
- Be responsible for assessing, planning, and delivering interventions to parents/carers whose children are open to Children's Social Care and have vulnerabilities associated with substance and alcohol use. This will include working holistically, responding to a range of adult needs affecting parenting capacity.
- Be flexible and responsive to deploy specialist recovery based, behaviour change interventions.
- Be responsible for day-to-day service delivery, ensuring that people who experience issues with substance and alcohol use are provided with timely assessments and receive appropriate support to meet their needs as part of a multi-disciplinary plan.
- Undertake specialist needs and risk assessments.

- Co-create a schedule of working, including providing guidance to other professionals and working within a Team Around the Worker model, incorporating a strengths-based model of positive 'risk management'.
- Provide a responsive and effective service to individuals who may be in crisis or in need of safety planning.
- Work alongside colleagues and partners within the multi-disciplinary team and external organisations to develop and deliver interventions that aim to support children and young people to remain living at home, or to return home, when safe to do so. This includes contributing to the assessment, analysis and review of the impact of needs and harm for children as well as their parents / carers.
- Ensure a consistent and timely response to safeguarding in line with legislation, local and national procedures, maintaining a focus on both child and adult safeguarding.
- Deliver interventions using a restorative and strengths-based approach, including using Motivational Interviewing, in accordance with local and national guidelines.
- Engage in regular 1:1 professional supervision, multi-disciplinary group supervision, reflective groups, and all relevant learning & development.
- Contribute to quality assurance activities including learning reviews and audits.
- Maintain effective joint working with others, developing positive working relationships and clear communications, with Restorative and Motivational Interviewing at the heart of all interactions.
- Adhere to all PCC policies and procedures.
- Maintain robust records and prepare reports, including for Reviews, Conferences and Court as required.
- Take responsibility for working within the Directorate's data protection policies.
- Contribute to multi-agency risk management including MARAC.
- Plan and organise own workload and activities, some of which may be complex. Work independently and seek support and guidance when appropriate.
- Contribute to meetings within Portsmouth City Council and those organised by other organisations.
- Plan, develop and deliver training to others as required.

## **Who is the person?**

You need to:

1. Hold relevant vocational qualifications and/or be experienced in working with substance and alcohol misuse and be willing to undertake relevant training as necessary and appropriate.
2. Have experience, knowledge and understanding of adults and children's safeguarding procedures.
3. Have knowledge and experience of working with diverse communities; be adaptable, flexible, and inclusive to meet a range of parental needs, considering and addressing inequalities and social exclusion.
4. Be trauma informed in all aspects, including within organisational, cultural, and personal experiences.
5. Have the ability to build and maintain empowering strengths-based relationships with adults.
6. Demonstrate your knowledge and experience working directly with families across the life span, including impact of adult needs on child development.
7. Have an up-to-date knowledge of research, relevant legislation, ethical issues, strategic frameworks, and current guidelines regarding the range of presenting needs relevant to adults who may be vulnerable and have complex needs.
8. Have a good knowledge of Data Protection, information sharing and an understanding of confidentiality.
9. Have skills in the use of complex methods of assessment of need.
10. Have skills in applying theory to practice and the ability to use a range of models in formulating and delivering support plans.
11. Have confidence in delivering group work and/or teaching and developing practice.
12. Have excellent IT Skills with the ability to use in-house and specialist systems.
13. Be able to communicate effectively within a multi-professional team as well as the ability to work autonomously.
14. Be able to apply practice governance, as appropriate, when supporting families through highly emotive and challenging circumstances.
15. Have an understanding of Motivational Interviewing and Restorative Practice and be willing to undertake further training and development.
16. Be able to work flexibly and adapt across service boundaries.



17. Be able to work within a busy environment, manage stress and respond to competing demands.
18. Have a respectful and inclusive approach to families, carers, colleagues, and other professionals.
19. Be involved in audits/evaluations of recording and practice and implement any subsequent learning and developments.
20. Have good organisational skills and be able to manage a caseload whilst maintaining high standards of record keeping, including data entry and recording.
21. Be able to work autonomously, setting appropriate goals in accordance with professional, ethical guidelines and PCC policies.
22. Be confident to work in the community and use own initiative to make decisions in complex situations.
23. Work alongside others with lived experience, co-producing aspects of service design, delivery, and evaluation.

**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.



