



Higher Grade Family Intervention Worker - Strengthening Families

Salary : Band 7, £33,119 to £37,562 per annum

Hours: 37 hours per week

Contract: Fixed term until 31st March 2027

Portsmouth City Council is committed to safeguarding and promoting the welfare of children, and young people, and expects all staff and volunteers to share this commitment. It is also committed to promoting quality childcare across the City that works 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's Board safer recruitment procedures.

The Service

The Adolescent service is a city-wide resource, responding to referrals from case holding Social Workers to provide intensive support for children and adolescents who are at risk of exploitation or at risk of becoming cared for. The service provides intensive intervention for families to support children and young people remaining with their family and or returning home safely if they do become cared for.

This Service will be closely aligned to the family help service and will respond to areas of needs across all of family help.

About Family Help

Family Help is our way of working that brings together Targeted Early Help and Child in Need support into a single, seamless offer. It replaces the traditional divide between early help and statutory services, making it easier for families to access support without stigma or duplication.

Key features of Family Help include:

- Whole-family approach – addressing needs across the family, not just the child.
- Single assessment and plan – reducing duplication and focusing on outcomes.
- Family Help Lead Practitioner role – acting as the main point of contact for families and coordinating the Team Around the Family
- Evidence-based interventions – practical, relational support that builds resilience and prevents escalation.
- Family-led planning, ensuring family-based solutions are at the heart of all we do.

What is the role?

A variety of interventions are used to restore and repair relationships between families. Using a restorative approach, you will be expected to build strong relationships with young people and their families, to deliver meaningful interventions based in DDP and PACE approaches. Interventions will support parents and carers feeling confident to manage any challenging behaviour and providing an emotionally warm response to their children and young people.

You will be expected to manage your own case load of children who will in addition have an allocated worker from family help, and be clear of the needs within the family and how these will be met. You will work in partnership with other agencies and professionals to ensure there is no duplication of intervention and to support the "team around the worker" model.

You will need to be an enthusiastic, intuitive, assertive, robust and imaginative individual, with experience of working with complex families. You will need to have the ability to develop creative plans and support packages and adapt to the changing needs of each family on your case load. This will include managing crises in order to demonstrate our commitment to families and role model ways in which to manage a crisis. This will include evenings and weekends as it is essential that the adolescent service provide support to children and their families during critical moments.

Who is the person?

You need to have:

1. Substantial experience in a child care setting or working with families or a nationally recognised qualification such as NVQ level 4 or other higher level of qualification, Diploma or Degree in social work and be registered with the Health & Care professions Council or equivalent or is essential.
2. The capacity to work flexibly and at short notice outside normal office hours including weekends is essential.
3. Need to be autonomous and confident to make decisions whilst working independently within families home delivering interventions.
4. An understanding of or experience of using a restorative approach and other evidence based interventions to empower families to live their lives without dependency on services is essential.
5. Have a good knowledge of child protection is essential including when to seek managerial advice.
6. Be an excellent communicator who is equally comfortable speaking with children and other professionals from external partners and agencies is essential including being able to challenge families and professionals is essential. The ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post.
7. Have excellent analytical skills to aid you in your assessment of risk is essential.
8. Be someone who enjoys a busy atmosphere who can cope with competing demands and the stresses that comes with them is essential as you will be required to manage a case load with frequent crises.

9. Be motivated to achieve good outcomes for children is essential.
10. Be computer literate is essential.
11. An understanding of the impact of trauma is essential.
12. An understanding of the theory behind family dynamics and systems is desirable.

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)

Portsmouth City Council is the Data Controller of any personal information you provide when applying for a job. It will only be used in connection with the recruitment process and will not be kept for longer than necessary. For more detailed information you can access the Data Protection Privacy Notice on our careers portal.