

Kent County Council

Job Description: Kent & Medway Parental Relationships Practitioner

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| Directorate: | Children, Young People and Education |
| Unit/Section: | Early Help and Preventative Services |
| Grade: | KSG |
| Responsible to: | Kent & Medway Parental Relationships Co-Ordinator |

Purpose of the Job:

To work as part of Strengthening Family Relationships (SFR) team. To promote awareness and understanding of the SFR programme for reducing the impact of inter-parental conflict on children and young people, as part of a whole family approach.

To deliver evidence-based training practice and support partner agencies to deliver sustainable interventions that improve outcomes for children, young people and their families across Kent and Medway. A key aspect of the role will be to develop and promote inclusion of parents from different backgrounds and experiences in the SFR programme.

Application and use of evaluation methods to measure the impact of the SFR training and support being provided through the programme.

As an experienced parenting practitioner, you will establish and maintain robust multi-agency links with the key partner agencies in order to promote an integrated and joined up approach to work with parents and partner agencies, ensuring a consistent and reliable countywide service is delivered, with in-built flexibility to meet local demand.

Main duties and responsibilities:

- Deliver a rolling programme of SFR training across Kent and Medway Children's Services and partner agencies including education, health, police and the voluntary sector.
- Co-facilitate and role model evidence-based SFR interventions in group work with parents for Strengthening Family Relationships.
- Support teams and partners across Kent and Medway to embed the SFR toolkit for the early help agenda, development of family hubs and supporting families' outcomes framework.
- Ensure that all aspects of equality and diversity are reflected in planning and delivery of SFR work

- Identify SFR champions amongst professionals/volunteers/parents. Establish and develop an active network of champions for the sustainability of SFR work for when the SFR programme has ended.
- Use evaluation methods to measure the impact of the SFR training and support being provided through this SFR programme.
- Ensure effective methods for communication, publicity and promotion of SFR e.g. newsletter/web page/links etc
- Receive and participate in supervision with the SFR Co-ordinator.
- Uphold and carry out the duties of the post with due regard to Kent and Medway Councils' equalities in employment policies.
- You must be prepared to be responsible for the implementation of and compliance with the provisions of legislations relating to the health and safety of such employees and areas of the workplace as fall under your direct control and for complying with legislation relating to such works and contracts as are within your direct responsibility.
- The list of duties in this job description should not be regarded as exhaustive and other duties and requirements associated with the role may be require you to undertake other duties, please note that the Councils reserves the right to update your job description, from time to time, to reflect changes in, or to, your job. This job description sets out the duties of the post at the present time.

Footnote: This job description is provided to assist the job holder to know what their main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

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Person Specification: Kent & Medway Strengthening Family Relationships Practitioner

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

| | CRITERIA |
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| QUALIFICATIONS | <p>Educated to NVQ level 3 or equivalent experience.</p> <p>Knowledge and understanding of the national agenda regarding policy initiatives in relation to inter-parental conflict.</p> <p>Knowledge of child development and family systems.</p> <p>Knowledge of statutory tools, powers, and interventions</p> |
| EXPERIENCE | <p>Experience and accredited (qualification) in an evidence based parental conflict programme and/or parenting programme/s</p> <p>Significant experience of working within children's services</p> <p>Experience in delivering group work programmes.</p> <p>Experience of direct work with parents and carers</p> <p>Experience of working collaboratively and in partnership with a diverse range of internal and external partners</p> <p>Experience of home visiting and joint visits with other professionals</p> <p>Experience of delivering parenting and/or reducing interparental conflict interventions to parents together and/or separated parents</p> <p>Experience of delivering training</p> |
| SKILLS AND ABILITIES | <p>Highly developed interpersonal skills and able to converse and engage and influence a range of parties.</p> <p>Well-developed ICT skills and able to use the full range of Microsoft package and other databases</p> |

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| | <p>Can access and share information easily with sensitivity and with awareness of data protection, confidentiality and safeguarding</p> <p>Ability to listen well and with empathy to concerns of parents/carers Able to present differently to diverse audiences</p> |
| KNOWLEDGE | <p>A detailed knowledge of the value and experience of using evaluation systems and outcome tools to measure progress and encourage co-production.</p> <p>Understanding of child and adolescent development and parenting skills. Knowledge of Early Help and Prevention, and an understanding of relevant legislative and policy frameworks which impact on the service.</p> <p>Excellent knowledge and understanding of Safeguarding policies and procedures, in particular threshold management.</p> <p>Robust knowledge of Health and Safety and Data Protection legislation.</p> <p>Knowledge regarding the range of support currently available for Parents and carers in Kent and Medway and where to find it.</p> <p>Good knowledge of Project Management processes. Commitment to equalities and the promotion of diversity in all aspects of working</p> |
| KENT VALUES AND CULTURAL ATTRIBUTES | <p>Kent Values:</p> <ul style="list-style-type: none"> • We are brave. We do the right thing, we accept and offer challenge • We are curious to innovate and improve • We are compassionate, understanding and respectful to all • We are strong together by sharing knowledge • We are all responsible for the difference we make <p>Our values enable us to build a culture that is:</p> <p>Flexible/agile - willing to take (calculated) risks and want people that are flexible and agile</p> <p>Curious - constantly learning and evolving</p> <p>Compassionate and Inclusive - compassionate, understanding and respectful to all</p> <p>Working Together - building and delivering for the best interests of Kent</p> <p>Empowering - Our people take accountability for their decisions and actions</p> |

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| | <p>Externally Focused - Residents, families and communities at the heart of decision making</p> <p>(If this document is being used for recruitment purposes, examples of Behaviours which support the Kent Values will need to be demonstrated within the context of this post)</p> |
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