

Kent County Council

Job Description: Senior Family Hub Practitioner 11-19 (25)

Directorate	CYPE (Children, Young People and Education)
Unit/Section	Integrated Childrens Services
Proposed Grade	KSG
Responsible to	Family Hub District Manager

Purpose of the job:

To operate as a Senior Family Hub practitioner within the Family Hub team in an agile fashion at a variety of Family Hub sites and outreach settings (including home visiting) within a district providing 1:1 support, parenting groups and topic-based interventions for Young People and their families. This will include delivery of time limited support to identified young people and families where increasing complexity means that the family may need extra support to prevent escalation and ensure families with complex needs are supported effectively through community services. This may be supplemented by digital and online interventions.

The post holder will be required to provide management support and leadership on behalf of the Family Hub District Managers as appropriate.

The postholder will be expected to work flexibly across the 11-19 (25 for young people with SEND (Special Education Needs and Disabilities)) age range but may also be required to support work across the wider age range where needs arise in the district.

The post holder will be expected to operate a Whole Family approach in their practice and work around the times of the Family. As such, this post will be expected to work flexibly including, on occasions, at evening and weekends, and will be co-ordinated by Management as required.

Main duties and responsibilities:

1. To support the delivery of targeted interventions for identified young people and families where increasing complexity means that the family may need extra support to prevent risk escalating. This may also include digital and online support.
2. To provide expert guidance to the wider workforce to improve understanding of Adolescent development and contextual safeguarding,
3. To agree and allocate Family Hub requests within a timely way, ensuring that there is robust recording, rationale, timescales, and deadlines. This could include digital, online, community and multi -agency services as well as KCC (Kent County Council) and Health.
4. To work closely with integrated children's services team to ensure a seamless approach to support for the young person and family.

- 5.** To work in partnership with a range of multi-agency providers including Schools, Police and District Councils and community organisations to identify patterns and trends in community needs and develop services accordingly in line with community feedback.
- 6.** To provide practice supervision to Family Hub practitioners, ensuring high quality 1:1 work and interventions are taking place and recorded in line with standards.
- 7.** To take on lead areas e.g., SEND to support development of quality practice and standards.
- 8.** To regularly provide reflective practice to support the learning and development of the FH practitioners and ensure that performance indicators are understood and met by the FH team
- 9.** To contribute to the District Contextual safeguarding strategy, identifying assessing and responding to places and spaces where there are increased risks for young people.
- 10.** To work to strengthen the resilience of young people and their families by supporting them to access Digital services and information and guidance
- 11.** To support young people and their families dealing with the complex situations that their young person may be experiencing. E.g., Drugs and Alcohol, Exploitation. Sexual Orientation, Gender. / Adolescent to Parent Violence, Youth Justice/Attendance , ensuring that the lived experience and voice of the young person is central to all planning and delivery of support.
- 12.** To ensure that individual young people's outcomes are reached through the delivery of high quality, evidence-based provision.
- 13.** To ensure that young people and their families are supported to participate in developing service design and service delivery as part of the co-design principle of Family Hubs,.

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.

Kent County Council

Person Specification: Senior Family Hub Practitioner 11-19 (25)

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
Qualifications	Relevant degree or related Level 5 or above professional qualification e.g., Degree in Social Work, Foundation Degree in Youth Work, Diploma Level 5 in Youth Work, Post Graduate Certificate of Education etc and/or extensive experience of working within a Social Care, Health, or Education/Youth Work/Youth Justice
Experience	<p>Experience of engaging and gaining the trust of young people and their families</p> <p>Experience of professional supervision and line management.</p> <p>Experience of working effectively in partnership within a multi-agency context</p> <p>Experience of budget and resource management.</p> <p>Experienced and skilled in using Quality Assurance systems.</p> <p>Experience of working with vulnerable young people and families in the public, private or voluntary sector</p> <p>Experience of creating accurate, timely and concise written records including assessments in line with standards.</p> <p>Experience of delivering programmes</p>
Skills and Abilities	<p>Ability to lead, manage and motivate a team, including volunteers and wider partners.</p> <p>Ability to communicate effectively with young people and their families and build trusting relationships.</p> <p>Ability to create a rapport and build relationships with children, young people, and families.</p> <p>Ability to develop creative approaches to resolve complex problems and to initiate effective evidence-based interventions.</p> <p>Ability to handle confidential information.</p> <p>Ability to deal with difficult/sensitive situations.</p>

	<p>Ability to identify signs of poor mental health, substance misuse, exploitation, grooming and contextual safeguarding risks.</p> <p>Ability to deal with complex issues in a sensitive and appropriate manner.</p> <p>Ability to work effectively as part of a team and self-directed.</p> <p>Ability to evidence utilisation of available external resources to support young people e.g., links to community organisations.</p> <p>Ability to travel on a regular basis between sites.</p>
Knowledge	<p>Knowledge and understanding of relevant legislative and policy frameworks which impact on the service.</p> <p>Knowledge of diversity and equal opportunities issues in relation to both staff and young people</p> <p>Ability to use knowledge about diverse groups, races, and cultures to inform service delivery and to understand the impact of racism and discrimination on children, young people, and their families.</p> <p>In-depth understanding of child and adolescent development and parenting skills</p> <p>Understanding of Integrated Childrens Services practice framework</p> <p>Knowledge and experience of youth participation strategies and methods</p> <p>Knowledge and understanding of policy and practice developments relevant to children and young people in line with Integrated Children's services Quality Assurance.</p> <p>Sound knowledge of a range of diversity issues that affect young people including gender identity and sexuality.</p> <p>Sound knowledge and understanding of Safeguarding policies and procedures Knowledge of relevant Inspection Frameworks</p> <p>Sound knowledge and understanding of adolescent development and parenting.</p> <p>Sound knowledge of KCC's safeguarding procedures</p> <p>Understanding of the impact of inequality and deprivation on outcomes</p> <p>Knowledge and understanding of contextual safeguarding, exploitation, and community-based risks.</p> <p>Knowledge of the needs of young people with special educational needs & disability</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> <p>Externally Focused - Residents, families and communities at the heart of decision making.</p>
--	---