

Kent County Council

Job Description: Senior Family Hub Practitioner 0-11

Directorate:	Children, Young People, and Education
Unit/Section:	Integrated Children's Services
Grade:	KR9
Responsible to:	Family Hub District Manager

Job Purpose

To operate as a Senior Family Hub practitioner within the Family Hub team in an agile fashion at a variety of outreach settings (including home visiting) within a district providing 1:1 and group support to children and their families. This will include delivery of focused support to identified children, 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 also include digital and online support.

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 0-11 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.

Accountabilities

1. To support the delivery of focused support to identified children and families where increasing complexity means that the family may need extra support to prevent risks escalating. This may also include digital and online support.
2. To provide expert guidance to Family Hub practitioners and ensure best practice
3. To allocate requests within a timely way, to the right service 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 child and family.
5. To work in partnership with a range of multi-agency providers including Health Visitors, Midwives, Schools, Early Years providers 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 and group work interventions are taking place and recorded in line with standards.
7. To take on lead areas as required e.g., Perinatal Mental Health to support development of quality practice and standards in line with county and district priorities within Integrated Children's Services.
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 work to strengthen the resilience of children and families by supporting them to access Digital services and information and guidance.

10. To ensure that the lived experience and voice of the child is central to all planning and delivery of support.
11. To ensure that Children 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 his/her 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 0-11

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 Childcare, Child development, Social Work. Post Graduate Certificate of Education etc and/or extensive experience of working within a Social Care, Health, or Education
EXPERIENCE	<p>Experience of engaging and gaining the trust of children 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 children 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 children 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 and act upon signs of poor child development, attachment, and trauma issues.</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-directeded.</p> <p>Ability to evidence utilisation of available external resources to support families 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 families</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 families.</p> <p>Understanding of Integrated Childrens Services practice framework</p> <p>Knowledge and experience of 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 and understanding of Safeguarding policies and procedures Knowledge of relevant Inspection Frameworks</p> <p>Sound knowledge and understanding of child 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 of the needs of children with special educational needs & disability</p>
BEHAVIOURS AND KENT VALUES	<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>
--	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------