

Kent County Council

Job Description: *Family Support Worker*

Directorate: Children, Young People and Education
Unit/Section: Provision DCLDMH
Grade: KR7
Responsible to: Provision Manager

Purpose of the Job:

Undertake time-limited, outcomes-focused work with disabled children or young people aged 0-25 and their families to support them to continue to care for their disabled child or young person within the family. Promote change in families and support young people as they prepare to become adults and in their early adult life working under the direction of the Registered Managers of the Overnight Short Break Units and in conjunction with the Social Workers or Young People's workers and their Team Managers.

Main duties and responsibilities:

Undertake Direct Work with children and young people, assessing their capacity to make decisions, helping them to communicate their views and to understand change and make plans. Assist them to feed their views into assessments, plans and reviews, working with schools, colleges and other settings.

Work with children, young people, their families or carers in their own homes and in other venues in the community to facilitate change using recognised evidence based tools and assist families to implement plans drawn up by others to manage or change behaviours which challenge. Assist families and carers to identify appropriate levels of support to enable them to continue their caring role, working closely with short break providers.

Develop and run groups for young people and/or parents/carers e.g., parenting skills, transition to adulthood, healthy lifestyles, life skills, social skills.

Work on complex cases jointly with Social Workers and Young People's Workers, undertaking specific pieces of work as required, including Child Protection or Adult Safeguarding.

Maintain and keep accurate electronic records using the Social Care electronic system. Write and verbally present reports for formal meetings including reviews, case conferences and court proceedings.

Undertake relevant training to fulfil the responsibilities of the role.

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

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Person Specification: *Family Support Worker*

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

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

	CRITERIA
QUALIFICATIONS	<ul style="list-style-type: none"> • Level 3 Diploma in Health and Social Care or equivalent • GCSE at A*-C or equivalent in Maths and English
EXPERIENCE	<ul style="list-style-type: none"> • Experience of working with people with social care needs • Experience of undertaking direct work with children or young people in either a voluntary or statutory setting or working with families • Experience of working with adults, children or young people with challenging behaviour. • Experience of working within a multi-agency environment/partnership
SKILLS AND ABILITIES	<ul style="list-style-type: none"> • Good communication skills, both oral and written, and interpersonal skills in order to communicate effectively with service users and their families, colleagues and external agencies • Computer literate • Ability to prioritise workload and to work effectively on own initiative as well as part of the team • Effective planning and organisational skills • Ability to demonstrate a sensitive, tactful and empathetic response to service users and carers • Ability and commitment to support the Directorate's Equality and Diversity Policy Statement, which is an integral part of the Directorate's service delivery and relationship with the service user to respect people as individuals regardless of age, ethnic origin, cultural values, disability, gender, sexual orientation or religion • Ability to travel across a wide geographical area in a timely and flexible manner at various times of the day in accordance with the needs of the job

KNOWLEDGE	<ul style="list-style-type: none"> • Knowledge of the needs of people with disabilities • Knowledge of the resources available in the local community and an awareness of new services and initiatives • Knowledge of key legislation underpinning the provision of social care services for both children and adults e.g. The Children Act 1989, the Mental Capacity Act 2005 and the Care Act 2014. • Knowledge of legislation as it relates to Carers • Awareness of equal opportunities issues • Sound awareness of social issues and knowledge and experience of the problems relating to particular service users • Awareness of Data Protection and confidentiality issues • Staff will be expected to have an awareness of and work within national legislation and Corporate and Directorate policies and procedures relating to health and Safety
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