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**Job Profile and Working for Stockport Council**

Our Council

Our employees are our **greatest asset**. We’re proud of the way we provide vital frontline services every day and work together, as **one team.**

Our 4 **core values** as shown above, run through everything that we do, and we aim to stay **true** to them regardless of the challenges that we may face.

To **support** our values, we have policies, guidance and procedures around health, safety and welfare, customer care, emergency planning and security that all our **colleagues** are adhering and working to.

We also **pride** ourselves on our commitment to wellbeing and inclusivity of our colleagues and residents.

You can find out more about working for Stockport Council and some of the benefits that we offer our employees at <https://greater.jobs/locations/stockport/>

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| **Role:** |  | Intensive Support worker |
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| **Service Area:** |  | Stockport Families First |
|  |  |  |
| **Directorate:** |  | Services to People - Childrens |
|  |  |  |
| **Salary Grade:** |  | S01 +1 |

**About the Job**

**Main Purpose of the Job**

1. The Edge of Care team will work with young people aged 0-18 years and their families who are open to children’s social care on the edge of care or at risk of placement breakdown i.e. having offered all available universal and targeted support services/provisions.
2. The Intensive Support worker will deliver effective co-ordinated evidence based support and Therapeutic interventions to young people and their families/ carers to;

* Support and maintain the child in their family home, where without an intensive package of support, it is reasonable to expect a family breakdown.
* Support a child in their foster placement when first placed and have been open to team to support placement stability and any possible rehab.
* Enable a child who is already looked after to return home with the support of an edge of care intervention.

1. To work as part of a multi-agency team offering time-limited intensive therapeutic interventions and parenting support to improve the outcomes of young people and their families, where universal and single agency targeted services have failed to achieve sustainable changes.
2. Building effective and creative relationships with young people, their families and key partners (especially Health, Schools, Children’s Centres and Housing) to ensure a fully integrated and holistic approach to ultimately provide a seamless service that empowers service users.
3. To Provide support to the 16+ Broadfield accommodation to progress 16-18 young people independence plans.
4. To provide flexible intensive support services for young people and their families in crisis were immediate support is required, planned work and maintenance support to meet children and their families holistic needs at the earliest point and at the times they require the support. The team operating hours will be between 8am – 8pm with the facility up to 10pm and sleep in seven days per week around the needs of the children and families which may change as their needs change. The hours will include working day time, out of hours, with at least 10% of hours working at weekends.

**Key Responsibilities**

1. To hold a caseload and work flexibly as part of a multi-agency team and under professional/clinical supervision and guidance.
2. To deliver time-limited packages of practical and emotional support from 4 weeks and for durations of up to 6 -12 months to young people at the edge of care and their families to build, maintain and repair relationships positively enabling them to remain or return home where it is safe to do so.
3. To provide an immediate support response and planned interventions to maintain young people with their families/ discharge young people who have been accommodated in emergency circumstances or short-medium term with regular review and evaluation of progress.
4. To deliver a flexible, responsive out of hours service of planned work to meet the needs of families.
5. To work with young people exhibiting extremely challenging behaviour including:

* Persistent (weekly) and enduring (6 months or longer) aggressive interpersonal behaviour AND/OR
* A significant risk of harm to self or to others e.g. self harming, substance misuse, sexual exploitation, absconding or at significant risk of school exclusion, high levels of non-attendance at school, offending history or at risk of offending, previous episodes on the Child Protection Register and previous episodes of being looked after

1. Ensure young people’s wishes and feelings are central to the work and plan
2. To provide parenting support to parents/carers (including foster carers) to empower them in the parenting of their child/young person, thereby increasing parent/carer responsibility to;

* Be more effective enabling the young person to develop skills to cope with complexities within family, peer, school and the community systems;
* understand what is maintaining the problem behaviours within a systemic context present/future focused and goal-oriented, that targets specific problem behaviours
* building confidence, positive relationships and capacity in parenting

1. Contribute to delivery of a range of parenting groups and programs working closely with key partners
2. Work closely with the social work teams and other partners to contribute to assessments and produce court directed reports.
3. Work with colleagues to support young people aged 16-18yrs who present as homeless to return to their family to prevent family breakdown. Where young people are unable to return home, work with colleagues to support them within independent/ supported accommodation.
4. To assist families in accessing and engaging with local services within their area, including information and advice services, local community groups and centres, health services, childcare and education services, adult learning, training and employment services and to play a major supportive role in the step down process from statutory to mainstream services.
5. To attend and contribute to a range of meetings including child protection conferences, LAC reviews, TAC meetings and planning and progress meetings etc. and provide reports when required
6. To comply with health and safety procedures when delivering support to young people and their families i.e. risk assessment, lone working etc.
7. To comply with all systems, financial, personnel, administrative, management information, health and safety client records etc., as directed by the Team Leader and Senior Practitioner.
8. To support the Council’s approach to diversity by working positively and inclusively with colleagues, team members, clients and customers in the pursuit of service objectives. To value each individual’s unique contribution when contact is made whilst performing work duties.

Hours of work

* The role will provide flexible intensive out of hours services for emergencies, planned work and maintenance support to meet children and their families holistic needs at the earliest point and at the times they require the support. The Intensive Support Worker team will each work 5 days (37hrs) per week, including approx. one weekend every other month or more often depending on service need. They will work core hours of 10.30am to 7.00pm with remaining contracted hours worked flexibly.  In addition there is the facility to work flexibly from 8.00am or until 10.00pm if required by service need. Employees will receive an allowance of one additional increment in recognition of weekend/out of hours working. In addition there is a facility for sleeping in around the needs of the young people for time limited intensive tailor made packages of support, subject to a maximum of 12 sleep ins over any 12 month period.  Appropriate time off in lieu will be authorised, in line with the policy, where the needs of the service have necessitated working longer than contracted hours.

* To work positively and inclusively with colleagues and customers so that the Council provides a workplace to deliver a service that does not discriminate against people on the grounds of their age, disability, gender reassignment, marriage, civil partnership, pregnancy, maternity, race, religion, belief, sex, or sexual orientation.
* To fulfil personal requirements, where appropriate, with regards to Council policies and procedures, standards of attendance, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council’s priorities.

**Additional Information**

The responsibilities set out in this document, in the advert and any additional information are intended to provide a flavour of the work you will carry out. It is not possible to include everything you will be asked to undertake, and we expect all colleagues to work flexibly according to business needs and to enhance your own development. Your skills, abilities and training needs will be taken into account and discussed with you when any significant changes to your role are needed. In line with our flexible approach you may be required to work from home for a proportion of your time or from any of the Council's sites across the borough.

The Council is an inclusive employer and holds the Disability Confident and Armed Forces Covenant accreditations. If you have a disability, we will support you by implementing reasonable adjustments to enable you to perform your role.

**About You**

Please use your application to tell us how well you meet the criteria listed below as these are the key skills, experience, technical expertise and qualifications needed to be successful in the role. We will then use all the information you provide in your application to help us decide whether you are shortlisted for interview. Any interview questions or additional assessments such as tests or presentations may also be broadly based on these criteria:

* Working to the Council’s values and behaviours by:
* Keeping the people of **Stockport** at the heart of what we do
* Succeeding as a **team**, collaborating with colleagues and partners
* Driving things forward with **ambition**, creativity and confidence
* Showing value and **respect** to our colleagues, partners and customers.
* Level 3 Children’s and Young People’s Workforce Diploma, or other relevant qualification/equivalent experience.
* Ability to communicate effectively with parents, carers and professionals using literacy, IT and oral techniques
* Restorative approaches training or willingness to undertake within the first year and any other relevant training
* Friendly, approachable, empathic and non-judgemental
* Ability to act on own initiative and work under pressure
* Driving licence and access to a car at all times
* Excellent IT Skills