

School:	Section:	Children's Services
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### Job details

Job title:	Family Practitioner
Grade:	3A
Location of work:	City Wide
Directly responsible to:	Deputy Manager Family Practitioner Team
Directly responsible for:	
Hours of duty:	36
Primary purpose of the job:	<p>The Family Practitioners will provide a comprehensive support and intervention service to parents and carers, and children &amp; young people, safeguarding and promoting children's wellbeing and improving life chances.</p> <p>This will involve providing support packages for children and families where children are subject to child in need plans, child protection plans, or children who are looked after, as well as offer intervention when children are subject to court proceedings or as part of their reunification home.</p> <p>This may involve evening and on rare occasions weekend working.</p> <p>The Family Practitioners will ensure all children and families in need packages of care and support and that planning around the child is timely and in partnership with parents.</p> <p>The Family Practitioners will be directly managed by the deputy managers of the Family Practitioner Team.</p> <p>The Family Practitioners will work and communicate closely with a range of professionals from varied agencies in order to improve outcomes for children. They will offer targeted pieces of work using models, such as solution focused approach, safety planning, Parental Assessment Manuel (PAMS), I Thrive and Family Group Conferences.</p> <p>The Family Practitioners will provide support to parents and carers and their children in their homes and also work in alternative locations city wide including schools promoting attendance and behaviour issues.</p> <p>The Family Practitioners will undertake direct work with children and young people including assessments of need, risks for children who are at risk of harm or missing from home, offer advocacy, lead on short and long-term programmes of individual and group interventions tailored to meet their needs and circumstances, and signpost children</p>

	<p>and young people and their families to additional and community-based support services.</p> <p><u>NB Hours of Work:</u></p> <p>Family Practitioners maybe required to work flexible hours to meet the needs of individual families. Generally, hours of work are between 07.30hrs-21.00hrs and the contracted hours of work are 36 for a full-time post and can vary for part-time workers – regardless of full or part time status hours of work for all Family Practitioners are as stated. Workers will be responsible to manage their time effectively and to account for their hours of work.</p>
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### **Main duties and responsibilities/accountabilities**

1. The duties listed below together with such other duties falling within the purview of this post, as may be required.
2. To work as part of a team in supporting children and families within their homes and at other venues.
3. Provide practical support, contribute to the development of focused programmes, and evaluate and make decisions about their day-to-day case work. To provide advice to families who are at crisis and at risk of family breakdown to avoid the young people becoming looked after.
4. To follow child in need and child protection procedures, in consultation with managers and to liaise with other agencies as appropriate. To participate in planning meetings, core groups and case conferences as required
5. Have an excellent knowledge of safeguarding thresholds and protective and risk factors.
6. To manage a case load in assessing the needs and risk, support through advocacy, identify and implement individual and group work programmes with children and young people.
7. Provide consultation, advice and support for colleagues working with children and young people who are missing from home and care, sexual exploitation and at risk within the community.
8. To foster an ethos of inclusiveness and to work in partnership with parents and carers when planning packages of support and interventions.
9. To contribute to and inform the service's strategy for engaging children and young people, contributing to a creative approach to encouraging feedback and participation.
10. In partnership with other professionals regularly assess, review, reassess and develop agreed packages of care, together with children, their families and carers.
11. To gather information in order to assess the needs of children, completing family and safety plans, PAMS, I Thrive and safeguarding plans in partnership with the family and other professionals.
12. To signpost families to appropriate services and to link families to resources at Children's Centres, integrated youth services and other services within the community. To assist with return interviews of young people who have been missing and signpost to relevant agencies.
13. To undertake joint work, liaise and share information with other professionals and partner agencies including school staff, education welfare officers, health professionals, IYSS, YJS, social workers and workers from other statutory and voluntary agencies, as appropriate.
14. To ensure children and young people are aware of their rights using creative mediums and methods of direct work, and ensure they are fully aware of the processes involved in making complaints and representations.

<p>15. To advocate with and for children and young people with decision making agencies, supporting and encouraging children and young people's engagement with services to achieve their vision, goals and ambitions.</p> <p>16. To work in partnership with children and families and other professionals and contribute to a culture of learning and development.</p>
<p>17. To actively work within a non-judgmental, anti-oppressive framework to value cultural diversity and inclusion.</p> <p>18. To participate in regular, formal supervision with the appropriate manager, undertake appraisals and take ownership of their own personal and professional development.</p> <p>19. To maintain accurate electronic records of home visits, interventions, discussions and telephone contacts in an ethical manner with due regard to the principles of confidentiality and the need to share information with families.</p> <p>20. To contribute to the evaluation and effectiveness of work undertaken with children and families.</p> <p>21. To promote the service and good practice through workshops, training and media events and attendance at partnership meetings, relevant to the service's work.</p> <p>22. Undertake any additional duties that are deemed relevant to the role</p>
<p>The post holder must carry out their duties with full regard to the City Council's Equal Opportunities, Health and Safety and Community Strategy policies.</p> <p>To contribute and demonstrate a commitment to the City Council's Crime and Disorder Reduction Strategy.</p> <p>To undertake any other such duties that are reasonably commensurate with the level of this post</p>

#### **Review arrangements**

The details contained in this job description reflect the content of the job at the date it was prepared. It should be remembered, however, that it is inevitable that over time, the nature of individual jobs will change, existing duties may no longer be required and other duties may be gained without changing the general nature of the duties or the level of responsibility entailed. Consequently, the council expects to revise this job description from time to time and will consult with the post holder at the appropriate time.

Date job description prepared/revised: April 2018

Prepared/revised by: Agreed job description