

Job specification

Job title: Start Well Worker
Service: Start Well – Children and Families
Grade: G6
Reporting to: Start Well Practice Manager

Your job

You will be the designated and accountable lead worker for children, young people and their families with complex needs. You will act as their champion and advocate improving aspirations and outcomes by building on their strengths in order to reduce dependency on public services.

You will work with children, young people and their families to look at what they have rather than what they don't and to make use of their own skills, knowledge and relationships. You will engage in new conversations in order to build positive relationships with children and families. You'll develop action plans alongside families and coach, challenge and support them to achieve their goals by building resilience within themselves and their communities.

The Council is committed to complying with the European General Data Protection Regulations (GDPR) and meeting the requirements of the Information Commissioner's office (regulating data protection compliance in the UK). It is your responsibility to ensure that the work you undertake is compliant with the General Data Protection Regulations.

In this job you will

On an ongoing basis you will:

- Use the early help framework to provide support according to family's needs and help them achieve their goals by identifying strengths building on individual, family and community capacity whilst making sure the family, children and young people are fully engaged in the process
- Ensure the exchange of relevant information between partners, for example community services, schools, educational institutions, GP clusters and 'huddles' to identify children, young people and families who have support needs
- Support young people who are not accessing education or employment (NEET) as part of a holistic plan at level 2/3 of the threshold of need.
- Support and empower partners to deliver Early Help at level 1, ensuring that children and families are supported before needs escalate
- Participate fully in both the supervision and employee development process, keeping their line manager informed as to the progress that children, young people and their families are making
- Ensure you operate within GDPR guidelines by regularly reviewing data held and destroying information in line with retention schedules

In this job you will need

You must be able to demonstrate the following essential requirements:

- Qualified in one of the caring professions, have a relevant Level 3 qualification or evidence of the equivalent QCF Credit Value with equivalent experience of working with children and families with complex needs
- A history of continuing professional development and a willingness to maintain this to support service delivery
- An understanding of the benefits of practicing an asset based approach
- A good working knowledge of local Safeguarding procedures and local multi agency guidelines on child protection including Wigan Safeguarding Children's Board (WSCB)
- Be able to use the Early Help framework whilst working with children and families to ensure a co-ordinated approach
- The ability to use a variety of evidence based tools to support the assessment and measurement of outcomes for children and families
- A good understanding of the barriers to learning by children and young people and potential strategies to overcome them
- The ability to connect children and families to community assets, to help them to participate positively in their communities
- Hold a current driving license or can demonstrate the ability to travel as required using own or public transport in the most effective manner

Our culture

For us, it's not just about all we achieve as an organisation, but how we do it. Therefore, all employees are expected to display our **Be Wigan** behaviours.

Be Positive... take pride in all that you do

Be Accountable... be responsible for making things better

Be Courageous... be open to doing things differently

Individuals with line management responsibilities are also expected to ...

Inspire... lead by example and help others to see the big picture

Care... show genuine concern for people as individuals and value their contributions

Engage... I connect with others both within and beyond the organisation

Staff Deal

Our Staff Deal is an informal agreement with all staff. It outlines what you can expect from us, and in return what we expect from you

Our part

- Provide strong, honest and visible leadership
- Reward your commitment and hard work
- Care for your health and well being
- Listen to you and put your ideas into action
- Support you to give something back
- Offer opportunities to learn and grow
- Be one team, one council
- Believe in you

Your part

- Listen, be open, honest and friendly
- Be efficient, flexible and professional
- Care for your health and stay active
- Tell us how we can improve
- Give something back whenever you can
- Take opportunities to learn and grow
- Be one team, one council
- Believe in yourself and our borough