

JOB SUMMARY

Post Title	<i>Family Practitioner</i>						
Job Family	<i>Business Support</i>	Pay Range	8	Line Manager to others?	Yes /No	Role profile ref	<i>BS08</i>
Service Area	<i>Children and Families</i>						
Line Manager	<i>Team Managers in the Child Assessment and Safeguarding Teams</i>						
Location	<i>Agile and County Hall</i>						

Job Purpose

Under supervision to case hold families who are considered by the Team Manager as eligible to receive statutory services under Sec 17 of the Children Act 1989 to ensure families are given the appropriate level of support within the provisions of the service.

To support qualified social workers in the provision of services identified through assessment in accordance with agreed competencies, quality standards and Departmental standards of good practice.

Job Context (key outputs of team / role to provide some specific examples of role profile accountabilities)

The 2022 independent review of children's social care has been described as a once in a generation opportunity to transform the children's social care system and provide children with loving, safe, and stable families. The Isle of Wight in our partnership with Hampshire County Council, rated as outstanding by Ofsted, are one of the first Councils in the country to recruit to the new role of Family Practitioner described in the care review. This builds on our local success of developing and delivering multi-professional teams to support, safeguard and promote positive outcomes for children.

In our most recent Ofsted inspection in 2021, inspectors found that, *'The resilience around families team (RAFT) works alongside children and their families to provide multi-disciplinary intervention and support. The targeted support is effective and valued by families.'*

These eight new Family Practitioner roles will be based in pairs within each of our four Children's Assessment and Safeguarding Teams (CAST) teams.

As a Family Practitioner each will work with specific children and young people on a child in need plan decided by the Team Manager, taking account of the needs of the family and the existing and developing skills and experience of individual Family Practitioner.

They will jointly undertake initial assessments of need with social worker colleagues in specific situations, develop and progress family plans as well as delivering a range of tasks and interventions; all within our strengths-based framework aimed at keeping more children safely at home.

Knowledge, Skills and Experience

Role Profile requirements.	Job specific examples. (if left blank refer to left hand column)	Essential	Desirable
Practical experience within the relevant working environment.	<i>To arrange appropriate resources and help in assisting families to access other resources under supervision and within the Departments agreed priorities and resource framework. This could include arranging transport, domiciliary care, accommodation; appropriate voluntary sector resources, accessing play groups; liaising with housing colleagues etc.</i> <i>Knowledge of child development</i>	E	

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	- Evidence of a commitment to personal development, e.g., through education and or training - Direct experience of specific work with children and young people who have experienced trauma or loss - Experience of dealing effectively with difficult inter-personal situations - An understanding of the impact of social deprivation and disadvantage in children, young people, and their families.		
Extensive working knowledge of relevant processes and systems.	<i>To work in partnership with service users, carers, relatives, children, and other professionals at all times.</i>	E	
Considerable knowledge of the service provided in own area.	<i>To undertake some statutory tasks as described within The Children Act 1989, Sec 17, such as assessments of need and CIN visits when deemed appropriate by the Team Manager and with a Qualified Social Worker where appropriate.</i> <i>Voluntary or paid experience of working with children, young people, and families in a helping or caring capacity.</i> - Experience of using mediation/negotiation skills to achieve an outcome - Significant experience of providing services to children/ and or families with complex needs	E	
Strong ICT skills including use of Microsoft applications.	<i>Ensure all information/visits/contacts are recorded on child's electronic record system in line with departmental policies/requirements/standards</i> <i>To prepare reports for court, serve court notice, and placement forms in consultation with social worker</i>	E	
Good verbal and written communication skills with the ability to explain information in a way that a non-specialist can understand.	<i>To use mediation/negotiation skills to support young people and their parents/carers in improving their relationships.</i> <i>Ability to communicate with a wide range of people, in a wide range of situations and build effective working relationships</i> - Ability to work in an inclusive/non-discriminatory manner - The ability to work flexibly - Mediation/negotiation skills - Ability to use own initiative within the framework of accountability to the Team Manager - Ability to present information both verbally and in writing - Ability to construct coherent reports. - Ability to liaise effectively with other professionals/organisations - Contribute to/complete assessments as directed by supervisor/Team Manager.	E	
Good planning and organisational skills.	<i>To provide a service to children and their families as assessed to be appropriate to their needs.</i>	E	

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Numerate and accurate with attention to detail.	<i>To write and present good quality, coherent reports based on work activity.</i>	E	
Understanding of how to deal with customers appropriately.	<i>To carry out direct work with service users and carers as allocated by supervisor/ Manager.</i>	E	
Proven ability to prioritise workloads and achieve deadlines (both by self and with others).	<i>To deliver services and interventions within the framework of the Hampshire and Isle of Wight Approach in order to keep more children safely at home and support families to achieve positive and sustained change.</i>	E	
Qualifications			
Role Profile requirements.	Job specific examples. (if left blank refer to left hand column)	Essential	Desirable
Educated to level 4 standard or able to demonstrate equivalent experience.	<i>Literacy and numeracy to GCSE level</i> <i>- NVQ level 2</i> <i>- IT Skills</i> <i>- Ability to meet the travelling requirements of the role.</i>	E	
Other Requirements			
RSA III (Word Processing) or equivalent professional qualification.			
May require relevant certifications including evidence of fluency in English language.			
Organisation Structure (optional)			