

London Borough of Lambeth

JOB DESCRIPTION

Job Title: Flourish Social Worker

Department: Children's Services

Division: Children's Social Care

Business Unit:

Grade: PO1/PO3

Responsible to: Team Manager

Responsible for:

Main purpose of post

The Flourish team will work with parents who have had one or more children removed from their care. Primarily the role will be to provide a bespoke assertive intervention to this client group, within the methodology of systemic practise, whilst recognising the individual needs of the client group

This is an adult based service within Children's Social Care where the core function is to provide intensive and assertive outreach to assist this client group to make positive changes to their lives and to prevent un-planned pregnancies and promote the life chances of this vulnerable and marginalised group. Further, key aims are to support the development of resilience, self-care skills and independence to enable service users to make informed and positive choices.

To work with a small but complex caseload and be part of developing this innovative project which includes, but is not limited to developing an effective methodology and model of intervention. To work directly with birth parents in line with the agreed therapeutic outreach plan. To help facilitate and at times to lead on a range of activities that are offered by the service. To ensure that birth parents referred to the service have access to, and are engaged in a range of learning, leisure, recreational and sports activities to meet their individual needs

Our Core Values

- We believe children are best cared for in their birth families and where this isn't possible we take timely and appropriate action so children have permanence and stability.
- We work openly and collaboratively with parents and families understand why we are involved.
- We treat everyone with dignity and respect.

Key Unit Accountabilities

- To work directly with birth parents and their families in accordance with agreed plans; to contribute to the assessment process and regularly monitor and evaluate progress made.
- Advise clients of their rights and options around their safety including civil and criminal remedies.
- To support and Co work cases with other practitioners in the team around DV issues.
- Carry out longer term safety planning and risk management strategies to manage current and future risks.
- Work appropriately with the local MARAC and Safeguarding Children and Adults frameworks to identify and manage risk.
- Keep up to date on research, policy development and other literature relevant to this service. Attend relevant training; attend conferences and seminars on behalf of the project.
- To help coordinate activities, group work and support groups for the clients.
- To assist the client group to build confidence, self-esteem and resilience, develop support networks and benefit from educational, recreational, health and other services.
- To manage the complexities of group dynamic's in challenging environments and during residential and off site programmes
- To work with partner agencies including Locality social work teams and Post Order and adoption teams to ensure a goal focused comprehensive support offered to birth parents
- To engage positively with clients referred to the service by using creative approaches and existing networks as appropriate.
- To contribute to, and participate in, the assessment of clients needs and the preparation of realistic plans to meet these needs in conjunction with other professionals.
- To assist clients to identify their concerns, strengths and goals and persevere in engaging purposely with them to help them reach their potential.
- To provide advice and support to parents, carers or other family members in the context of the therapeutic plan for the family.
- To assist the clients to be safe and manage their behaviour in a way which is acceptable to themselves and their family and which does not present a risk to themselves or others
- To work with others to ensure clients and their families benefit from the use of universal, targeted or other specialist services as appropriate.
- To ensure that rights and responsibilities are respected and that individuals are enabled to take appropriate risks and to make informed choices in their lives.
- To participate in consultation with other team members and professionals from other agencies in order to best identify and meet the needs of the clients and their families.
- To attend meetings as required and ensure that information is shared and held securely according to legislative requirements.
- To work within an equalities framework and ensure that services provided are tailored to the needs of individuals.
- To ensure user views are sought and used to inform practice, policy and planning.
- To contribute to service development, review and evaluation of outcomes.
- To record information in accordance with departmental policy and provide written or verbal reports as required.
- To ensure the confidentiality is respected at all times.
- To ensure risk assessments are undertaken and Health and Safety procedures followed at all times.
- To ensure financial procedures are followed in the management or handling of money.
- To participate in regular supervision and team meetings as required.
- To participate in performance review, take responsibility for own development and adapt performance where required to improve practice.

- To undertake any other duties as requested by the Manager.
- To work with activity facilitators to create therapeutic space and positive experience for families
- Due to the nature of the work with vulnerable children, families and carers some work beyond normal office hours is required from time to time.

PERSON SPECIFICATION

<p>It is essential that in your written supporting statement you give evidence or examples of your proven experience in each of the short-listing criteria marked Application (A)</p> <p>You should expect that all areas listed below will be assessed as part of the interview and assessment process should you be shortlisted.</p> <p>If you are applying under the Disability Confident scheme, you will need to give evidence or examples of your proven experience in the areas marked with “Ticks” (✓) on the person specification when you complete the application form.</p>			Shortlisting Criteria
Key Knowledge	K1	Knowledge regarding the impact of domestic violence on survivors and their children.	A ✓
	K2	Knowledge of child development and relevant legislation, policy and practice.	
	K3	Knowledge and understanding of safeguarding for adults and children.	A ✓
Relevant Experience	E1	Demonstrable full time experience of supporting survivors of domestic and/or sexual abuse or working within Child, Adolescent or Adult Mental Health Services	
	E2	Experience of leading and facilitating group activities with client groups who are challenging, display high risk behaviours and their families	
	E3	Experience of conducting risk assessments, safety planning and risk management	A ✓
	E4	Experience of working directly with parents or families.	A ✓
Qualification	Q1	A relevant professional qualification; (Degree / post grad dip or equivalent: Social Work, Psychology, Systemic / Family Therapy, etc.)	A ✓
Core Behaviours	<p>Focuses on People</p> <p>Is about considering the people who our work affects, internally and externally. It’s about treating people fairly and improving the lives of those we impact. It’s about ensuring we have the right processes in place.</p> <ul style="list-style-type: none"> • Approach families with empathy, compassion and creativity using relationships for positive change • To be curious, sensitive, and reflective as well as being authoritative, professional and tenacious in improving life outcomes for children, families and carers <p>Use a systemic approach to work purposefully, openly and compassionately with the whole family system.</p>		

	<p>Takes Ownership</p> <p>Is about being proactive and owning our personal objectives. It's about seizing opportunities, driving excellence, engaging with the council's objectives, and furthering our professional development.</p> <ul style="list-style-type: none"> • Reflective critical thinking and analysis to evaluate and integrate multiple sources of knowledge and evidence to create meaningful assessments and plans • Draw on a range of approaches, used proportionately and regularly reviewed • Have high quality planning and decision making skills <p>Take appropriate responsibility for your conduct, practice and learning.</p>	
	<p>Works Collaboratively</p> <p>Is about helping each other, developing relationships, and understanding other people's roles. It's about working together with colleagues, partners, and customers to earn their respect, and get the best results.</p> <ul style="list-style-type: none"> • Build skilful and influential working relationships with other professionals and agencies <p>Demonstrate understanding and skill in working as a member of a team and organisation</p>	
	<p>Communicates Effectively</p> <p>Is about how we talk, write and engage with others. It's about using simple, clear, and open language to establish positive relationships with others. It's also about how you listen and make yourself open to conversation.</p> <ul style="list-style-type: none"> • Make good and emotionally intelligent use of supervision 	
	<p>Focuses on Results</p> <p>Is about ambition and achievement. It's about orienting ourselves towards the end product and considering the effect of our service. It's about making the right impact, having the right result and changing things for the better.</p> <ul style="list-style-type: none"> • Understand legal and statutory responsibilities and execute these in children's, families and carers best interests. 	