

**ROYAL BOROUGH OF GREENWICH
JOB DESCRIPTION**

DEPARTMENT: Children's Services

POSTHOLDER

SECTION: Children and Families Social Care GRADE: PO3

POST DESIGNATION (TITLE): Senior Youth and Family Practitioner

This is a generic job description for use in Family Help roles, Adolescent Safeguarding and other Children and Family Social Care Services.

In the Family Help Service the job title is Family Help Senior Practitioner

In all other services this role would be titled Senior Youth and Family Practitioner.

Purpose of Job:

- i. Working collaboratively with young people and families to improve outcomes through evidence based practice which is grounded in the principles of, professional curiosity, anti-oppressive and anti-racist practice, compassion, tenacity and systemic thinking, utilising trauma informed approaches, goal based planning to facilitate young people and families to make change, sustain and build on it so that they are able to self-manage and make effective use of the resources available to them in the community.
- ii. Modelling effective practice and promoting the welfare of children, young people and vulnerable adults in accordance with legal, regulatory and Social Work & Family/Early Help practice standards.

Main Duties:

- 1) To use the required skills and knowledge to facilitate the change needed in the short, medium, and long term to improve outcomes for the child / young person
- 2) Ensure parents/carers and wider family networks are actively involved in planning and decision-making for the care and support of their children to reduce risks to the child's welfare. Work in partnership with families to identify strengths, develop solutions, and create plans that reflect their voice and promote positive outcomes of supportive and consistent parenting approaches for bringing up the child.
- 3) Take responsibility for promoting and facilitating the safe reunification of children within their family networks wherever possible.
- 4) To provide support, coaching, advice, and guidance to parents to address unemployment.
- 5) To adhere to the standards of the Practice Framework and Principles when working with families, colleagues, and partnership agencies.
- 6) To be the Lead Practitioner for cases of children (previously known as Early Help and CIN cases depending on risk levels – CIN with high level of risk to be allocated to SW qualified

staff) except those who are not subject to child protection plans

- 7) In complex circumstances, to undertake assessments in line with the Practice Framework modelling and driving best practice in situations of dynamic risk and complexity.
- 8) To ensure a swift response to intelligence as required to deliver agreed evidence-based group work to address themes such as healthy relationships, safe use of social media, parenting groups such as NVR. This includes responding to intelligence as it relates to youth anti-social behaviour and disorder by delivering individual and group interventions in areas where this is identified as a problem.
- 9) Ensure all practice matters relating to child protection or vulnerable adults are dealt with promptly and in line with safeguarding procedures.
- 10) To lead on the development, planning, organising, delivery, and evaluation of a programme of innovative events and activities that respond to the needs of children and young adults at risk of exploitation and serious youth violence.
- 11) To identify key stakeholders and develop partnerships that enhance services, skills and resources available children and young adults at risk of exploitation and serious youth violence.
- 12) To provide oversight and ensure direct delivery of the planned interventions, working with the whole family, systemically, using a range of tried and tested methodologies including systemic family therapy and other evidence-informed approaches.
- 13) To communicate effectively with children and their families, ensuring that their views and wishes are heard, recorded accurately and then considered in order to foster co-production and ensure that adult views do not overtake those of the child.
- 14) To ensure there is effective communication and liaison between units and other professionals and share necessary information about children with other agencies to safeguard them and promote their welfare in line with the requirements of the Data Protection Act.
- 15) To take responsibility for maintaining excellent professional knowledge and skills by undertaking appropriate continuing professional development in line with training and development needs identified in supervision.
- 16) To function as an outward-facing representative of the service, proactively building and sustaining collaborative relationships with partners, community organisations and the voluntary and community sector (VCS) to strengthen the local early help offer.
- 17) To oversee and ensure the effective delivery of group interventions that result in tangible improvements to outcomes for children, young people, and their families.
- 18) To actively build and maintain effective working relationships with local partners and voluntary/community sector (VCS) organisations, representing the service professionally and contributing to a joined-up approach to supporting families.
- 19) To support the professional development of colleagues by participating in high quality reflective supervision, appraisal and directing them to and facilitating their engagement in learning and training opportunities, promoting a culture of continuous learning and coaching.

- 20) To provide guidance, informal consultation and capacity-building support to VCS partners to enable high-quality, safe and effective involvement in early help and preventative work.
- 21) To support, empower and advise VCS and wider partners in their delivery of early help functions, ensuring shared understanding of thresholds, practice standards, and referral routes.
- 22) To contribute to multi-agency forums, locality networks and partnership meetings as delegated by the Unit/Team Leader, representing the service and sharing insights to inform collaborative planning and delivery.
- 23) To manage and utilise cash limited budgets to enable and sustain change within families and work with commissioners in this context.
- 24) To contribute, at both practitioner and management level, to the development of the Service while remaining 'hands-on' with families, children and young people.
- 25) To role model high professional standards and be an expert practitioner within the team in relation to Early Help and Prevention and relevant legislation, regulation, and practice methods.
- 26) To take responsibility for identifying community and VCS resources that align with families' needs and strengths, proactively linking families with these services and supporting their engagement.
- 27) To maintain expert knowledge and remain up to date with practice developments and relevant research findings and legislative change and to adapt practice accordingly and to support others with keeping up to date.
- 28) To adapt practice based on emerging / evolving research evidence and to share and upskill other colleagues.
- 29) To manage financial resources such as petty cash, food vouchers and store cash and other resources allocated to the role in accordance with the council's policies and standards.
- 30) To assist with the recruitment, development, induction, training and ongoing support of Staff and volunteers.
- 31) Line manages 1-3 youth and family practitioners or non-social work qualified practitioners as and when required.
- 32) To plan and deliver training for a range of professional groups and teams within the Council and partner agencies.
- 33) To gather and share intelligence from community partners and VCS organisations to inform service improvement, early identification of emerging local needs, and joint problem-solving.
- 34) To undertake any other work appropriate to the level and general nature of the post's duties.
- 35) Where necessary for the job role or appropriate for continued development in the role, the post holder may be required to participate in training and development courses made available via the Council's Apprenticeship Levy funding.

- 36) To undertake all duties with due regard to the provisions of health and safety regulations and legislation, Data Protection/GDPR, the Council's Equal Opportunities and Customer Care policies.
- 37) To perform all duties in line with Council's staff values showing commitment to improving residents' lives and opportunities, demonstrating respect and fairness, taking ownership, working towards doing things better and working together across the council.
- 38) This post requires an Enhanced DBS with adult's barred list and will be supported by Safer Recruitment tools
- 39) You may be required to undertake alternative, additional or ancillary duties from time to time or transfer to another service department within the Council as the Council may reasonably direct to meet service user demand in the event of a crisis or emergency.

Designation of the Post to which the post-holder reports to: Team or Practice Leader.

Person Specification



Job Title	Senior Youth and Family Help Practitioner -Level 1,2 and 3
Grade	PO3
Service/Section	Children's and Families Social Care
Directorate	Children's Services

Criteria	Method of Assessment	Short listing Criteria
Qualifications & Experience		
Proven experience of direct work (individual and group work) with children, young people, and/or families	AF/I	Level 3 E
A recognised professional qualification or extensive experience in relation to working with children, young people and their families or evidence of continuing professional development	AF/I	Level 3 E
Knowledge, Skills & Abilities		
An understanding of the borough's communities, including their strengths, challenges and cultural diversity, and the ability to apply this knowledge when supporting children, young people, and families	AF/I	Level 3 E
A good understanding of evidence-based interventions relating to children, young people and family issues such as unemployment, anti-social behaviour, crime, parental capacity, and the ability to apply this in your practice to achieve demonstrable impact	AF/I	Level 3 E
Ability to summarise, analyse and evaluate complex information into concise reports and have excellent verbal communication skills	AF/I	Level 3 E
Ability to carry out practical support with children, young people, and families, maintaining a positive perspective and demonstrating tenacity, persistence and compassion and using it as a vehicle to create sustainable change.	AF/I	Level 3 E
Ability to organise information effectively and create clear, meaningful records, using structured approaches and tools provided	AF/I	Level 3 E

Ability to be reflective about your skills and approach and own effectiveness to develop and promote for yourself and others a culture of learning and continuous improvement	AF/I	Level 3 E
Knowledge of the barriers that diverse groups face in moving towards or into the labour market.	AF/I	Level 3 E
Knowledge of Government policies to tackle unemployment, social exclusion, and low skills.	AF/I	Level 3 E
Ability to prioritise, monitor and be accountable for Unit Staff through supervision and line management.	AF/I	Level 3 E
Excellent level of consultative, interpersonal, communication and negotiation skills including the ability to deal with issues in a sensitive and compassionate manner	AF/I	Level 3 E
An understanding of relationship management and the capacity to establish and maintain effective communication and working relationships and an ability to develop effective interagency working processes.	AF/I	Level 3 E
Computer literacy and the skills necessary to work with information management systems and produce excellent quality data in a variety of formats. The ability to work with word processing packages at a speed commensurate with the responsibilities of the role	AF/I	Level 3 E
Equal Opportunities		
Understanding of and commitment to the Council's equal opportunities policies and ability to put into practice in the context of this post.	AF/I	Level 3 E
Understanding and commitment to achieving the Council's staff values and ability to put into practice in the context of this post.	AF/I	Level 3 E