

Role Profile

Job Title:	Family Practitioner Risk Outside The Home (ROTH)
Location:	Colindale
Department:	ROTH
Directorate:	Family Services
Grade:	H
Salary Range:	£39,276 - £42,771
Reports to:	ROTH Team Manager

1. Job Purpose:

To provide high quality family support to children, young people and their families using resilience and evidenced based approaches to improve their well-being and improve their outcomes

2. Key accountabilities:

- Provide high quality family support alongside a multi-professional team, acting, as required, as the lead professional for families caring for adolescents presenting with a range of needs including being victims/perpetrators of child sexual exploitation, young people affected or involved in serious youth violence and group offending, missing from home.
- Build the resilience of children, young people and their families by using evidenced based approaches to achieve sustained change.
- Use the direction, support and guidance of your line manager and the multiprofessional team to effectively manage the range of complexities of risk and ambiguity families present with.
- Establish rapport, build respectful relationships with children, young people, their families, obtaining and recording their views accurately.
- Mobilise existing and potential support networks for children, young people and their families through effective and regular engagement and communication, working collaboratively and including their views and contributions to assessments and plans made for children, young people and their families.

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- Undertake and support assessments of children, young people's circumstances, using observation and information gathered from a range of sources to provide evidence and analysis of children's needs leading to recommended levels of intervention and of service provision.
- Work with children, young people and their families in a range of settings, including their homes to undertake assessments and interventions aimed at building their resilience and improving outcomes.
- Take responsibility, where appropriate and agreed with your line manager, for making decisions about the tasks that need to be completed with families and at all times working in the families best interests and considering the impact of your involvement on children, young people and their families.
- Use flexibility and creativity to engage adolescents and develop relationships of trust, bringing to the attention of your line manager any concerns relating to the quality of parenting or the safety and well-being of children and young people within their home, school or community environments.
- Use a task-centred approach with parents to facilitate practical change, and use a range of evidenced based parenting approaches to improve the quality of relationships and the implementation of age appropriate boundaries, providing regular feedback on progress towards agreed plans as they form and develop.
- Routinely use measurement tools with families to track and monitor the impact of interventions and the progress children, young people and parents are making towards agreed change.
- Prepare clear and concise informative written reports based on complex evidence in relation to your work with children, young people and their families as required and to agreed standards and timescales.
- Attend and participate in Child Protection Conferences and Looked After Children Reviews, and where appropriate organise and chair multi-agency meetings promoting at all times the best outcomes for children.
- Pro-actively acquire knowledge to share with families about local resources, facilities and other sources of support available to children, young people and their families as appropriate, and support individuals to develop links with those services including voluntary services, Children Centres, Youth Services, adult and community based services.
- Be reliable and work flexibly (including early mornings, evenings and occasional weekends) to meet children, young people and their families needs.
- Maintain up to date and high quality case records of your work and children, young people and their families circumstances contributing to the overall picture of need and risk.
- Learn, use and maintain required management information, administrative and associated ICT systems to input data and enable operational service effectiveness as required.

- Take responsibility for your own professional development by actively engaging in supervision, appraisals, training and research activities, with particular regard to high risk/high vulnerability groups.
- Contribute to learning across the the Family Service Delivery Unit about best practice in family support interventions promoting the best outcomes for children.
- Assist in the development of service policies, procedures and working practices at local, departmental and inter-agency levels.
- Encourage appropriate user participation in the delivery, monitoring and evaluation of the service.
- Be aware of all relevant legislation and guidance including the London Child Protection Procedures and the concept of significant harm and to take immediate steps to ensure the safety of children in situations of risk, and to report concerns as soon as possible using agreed procedures.
- Acquire knowledge about different groups, races and cultures which inform service delivery and have regard for the particular needs of children from black and minority ethnic groups.
- Keep abreast of new and relevant legislation, guidance and regulations in order to assure a competent level of professional knowledge.
- Operate within the Council's financial regulations, budgetary framework and the service's delegated powers to minimise the risk of a breach and ensure that the service delivers value for money.
- Ensure all financial transactions actioned are recorded and accounted for to the standards required

3. Promotion of Corporate Values

To ensure that sharp customer care focus is maintained to the agreed standards according to the council's values, policies, and guidance. Our values:

Caring / **L**earning to Improve / **I**nclusive / **C**ollaboration

To ensure that a high level of confidentiality is maintained in all aspects of work, whilst facilitating the storing and sharing of information in line with the Data Protection Act 1998 and the Crime and Disorder Act 1998.

To ensure that the Council is appropriately represented to a high professional standard and its values upheld in public arenas.

4. Flexibility

In order to deliver the service effectively, a degree of flexibility is needed, and the post-holder may be required to perform work not specifically referred to above. Such duties, however, will fall within the scope of the post, at the appropriate grade.

The post holder may be required to work outside normal office hours including evenings, weekends, and Bank Holidays.

5. The Council's Commitment to Equality

To deliver the council's commitment to equality of opportunity in the provision of services. All staff are expected to promote equality in the workplace and in the services the council delivers.

PERSON SPECIFICATION

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Criteria	Essential/Desirable	Assessed by:
Professional Membership/Qualification		
NVQ Level 3 or equivalent child and family training.	Essential	Application
A satisfactory Disclosure and Barring Service (DBS) check at enhanced level is required.	Essential	Application
Experience & Knowledge		
Relevant and substantial experience of direct work with children and families.	Essential	Application/Interview
Skill & Ability		
A good understanding of the context of child development in relation to parenting capacity, family and environmental factors.	Essential	Interview
A good knowledge of adolescent development in relation to deprivation, family complex needs and the push and pull factors for children and young people missing from home and at risk of gang involvement and exploitation.	Essential	Interview
A strong capacity to assess and balance risk and protective factors in families and communities.	Essential	Interview
Ability to create a rapport and build trusting and professional relationships with children, young people and families.	Essential	Interview
Demonstrated ability to work creatively, effectively with children, young people and their families using a range of evidenced based intervention tools and approaches, problem solving skills and measurement tools.	Essential	Application/Interview
Ability to summarise, analyse and evaluate complex information, reflect on changing circumstances, new evidence and be open to the views of others.	Essential	Application/Interview
Capacity to prioritise tasks, manage own workload and be accountable for your work with children and families.	Essential	Interview
Ability to work as part of a multi-professional team and with wider partners by establishing good working	Essential	Application/Interview

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relationships and maintaining effective communication, demonstrating a clear understanding of the roles and responsibilities to promote an integrated approach.		
Be reliable and possess a resilient, solution focused and 'can-do' attitude towards colleagues, managers and peers with a good capacity to apply diplomacy in a complex and demanding environment.	Essential	Interview
A keen interest in research findings and contributing to the development of best practice with children and families.	Essential	Application/Interview
A good working knowledge and understanding of national and local policy, procedure and guidance in relation to vulnerable adolescents and more generally children in need and at risk.	Essential	Application/Interview
A good capacity to share information verbally and by writing concise reports about children with other agencies in order to safeguard them and promote their welfare in line with the requirements of the Data Protection Act.	Essential	Interview
To be computer literate and in possession of the skills necessary to work with information management and recording systems.	Essential	Application/Interview
Values & Behaviours		
Caring		
Integrity- I work with candidates and colleagues in a way that builds trust.	Essential	Interview
Empathy- I say "thank you" and "well done" where appropriate, and take time to 'check in' to see if the people I work with are ok	Desirable	Interview
Learning to Improve		
Agile-I am fully empowered to act within the scope of my role	Desirable	Interview
Growth Mindset- I take responsibility for my own personal development, growth and learning and support others with their learning and development where I can	Desirable	Interview
Inclusive		
Personal Responsibility- I am curious about what is important to others around diversity. I reflect and act upon this curiosity to improve my own understanding	Desirable	Interview
Collaborative		
One Team- I actively and purposefully build my network of relationships with people across the Council and with partners. I proactively seek feedback and evidence as a way of learning from and improving the way I work with others	Essential	Interview

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Accountable- I accept responsibility for my own actions and decisions, and demonstrate commitment to ensuring these align to what is best for Barnet	Essential	Interview
Outcomes Focused- I adapt my way of working to best suit the outcome we are trying to achieve within the scope of my role and professional standards	Desirable	Interview