

Role Profile

Job Title:	Families Together Practitioner
Location:	Colindale
Department:	Duty, Assessment, Intervention and Planning
Directorate:	Family Services
Grade:	I
Type of Working:	<i>Flexible, onsite working, Family led working hours - Will have elements of remote working across the borough</i>
Reports to:	Assistant Head of Intervention and Planning

1. Job Purpose:

At the London Borough of Barnet, we are dedicated to creating stable, loving homes for children and families. Our mission is to support families in making informed decisions that promote the well-being and stability of children. We believe in the power of understanding and collaboration to build strong, resilient families.

The Families Together Practitioner will play a crucial role in supporting families through the decision-making process. This position is designed to help families navigate complex situations, ensuring that the best interests of the children are always prioritised. The practitioner will work closely with, family members, children, social workers and other stakeholders to assist family led decision making to develop and implement effective plans that promote the well-being and safety of children. By fostering collaboration and empowering families, the practitioner ensures that decisions are made with a comprehensive understanding of each family's unique circumstances and needs.

2. Key accountabilities:

- Facilitate family decision-making meetings, ensuring all voices are heard and respected.
- To support planning for children and their families that ensures associated risks are managed effectively
- To ensure that Family Decision making work undertaken progresses in timescales that avoid drift and delay and act in the best interests of the children
- To ensure the effective planning, coordination, facilitation and review of Family Decision making meetings.
- To ensure the wishes and feelings of children and young people, through creative and effective direct work, are central to the Family Decision making process and family planning.
- To prepare children and young people for meetings taking account and respecting their choices in how they want to be involved in the Family Decision making (when appropriate)
- To prepare all family members who agree to be part of the process for the Family Decision making meeting.
- Collaborate with social workers and other professionals to develop comprehensive family plans.

- Provide guidance and support to families in understanding their options and making informed decisions.
 - Mediate conflicts and help families reach consensus on important issues.
 - Document meeting outcomes and follow up on action items to ensure implementation.
 - Advocate for the needs and best interests of children in all decision-making processes.
 - To provide mediation between family members where necessary to ensure that all family members are explored and able to contribute to the Family Decision making and planning.
 - To work in a restorative way that promotes engagement and ensures that the children remain central to the Family Decision making process.
 - To support robust capture of data and other information to support effective and rigorous performance management
 - To support the achievement of positive outcomes and welfare for children, young people and their families through the delivery of high-quality family support interventions and restorative approaches
 - To ensure the help and protection of children by adhering to LBB's policies and procedures for children and safeguarding
 - To ensure that all service delivery is of the highest standard and meets the requirements of associated Ofsted frameworks, legal and statutory requirements
 - Maintain confidentiality and adhere to ethical standards in all interactions.
 - The post holder will provide flexible, practical and evidenced based support to children and their families utilising a range of strengths-based approaches to build resilience and promote improved outcomes and life opportunities.
 - To deliver flexible and targeted support across Family Services, and working collaboratively with a range of statutory and non-statutory agencies to improve children and young people circumstances and outcomes
 - Prevent children and young people escalating into statutory Social Care and Youth Offending interventions by preventing family breakdown through early identification, assessment and intervention
 - Provide evidenced based early help interventions to children, young people and their families to support the management of problems and improve their outcomes.
 - Establish rapport and build trusted relationships with children, young people and their families to assist them in gaining insight, defining goals, and planning actions to achieve and sustain change
- This job description is not exhaustive and may change as the post or the needs of the Council develops. Such changes will be subject to discussion between the post holder and their manager.

3. Financial Responsibilities:

Operate within the Council's financial regulations ensuring all financial transactions actioned are recorded and accounted for.

You will oversee the management of booking meeting rooms which may incur cost charges to enable meetings take place in a safe and secure environment. This may include raising Purchase Order numbers, managing invoices and tracking finance.

4. Health and Safety Responsibilities

As an employee of the London Borough of Barnet, you are required to:

- Abide by Barnet's health and safety policy and associated arrangements
- Complete mandatory health and safety training

Caring for people, our places and the planet

- Follow safe systems of work and use devices/guards provided for safety.
- Wear/use personal protection equipment where issued and instructed to do so, including lone working devices.
- Report any Accident/Incidents/Hazards.
- Take care of your own and other's safety, health and wellbeing

5. **Promotion of Corporate Values**

To ensure that customer care is maintained to the agreed standards according to the council's values. To ensure that a high level of confidentiality is maintained in all aspects of work. Our values:

Caring / Learning to Improve / Inclusive / Collaboration

6. **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.

7. **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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Reports to:	Assistant Head of Intervention and Planning

	Essential/Desirable	Assessed by:
Professional Membership/Qualification		
Minimum Level 3 in social or youth work	Essential	Application
Family Group Conferencing or equivalent	Essential - or willing to complete this training within 4 weeks of appointment. (Training can be provided)	Application
Experience & Knowledge		
Experience working with children, young people and/or families, particularly in roles related to child protection, social work, or family support services.	Essential	Application/Interview
Experience dealing with complex family dynamics and crisis situations	Desirable	Interview
Experience of working collaboratively, with professionals to enable effective joint working and positive outcomes for families	Essential	Application/Interview
Experience of relating to children and young people positively both as individuals and in groups, encouraging participation and involvement	Desirable	Interview
Ability to undertake complex, meetings and act as a lead professional, delivering direct interventions and co-ordinating services for children, young people and families	Desirable	Application/Interview
Ability to maintain professional boundaries, data protection and confidentiality	Essential	Interview

A good working knowledge and understanding of legislation, policy, procedure and guidance in relation to social care and wider children's services	Desirable	Application/Interview
Knowledge of Health & Safety issues and how to ensure good practice	Desirable	Application
Skill & Ability		
Key skills include active listening, conflict resolution, group dynamics, process management, and effective communication	Essential	Interview
Good organisational skills as well as problem solving and facilitation techniques	Essential/Desirable	Application/Interview
Effective communication skills, written and oral including excellent listening skills	Essential	Application/Interview
Ability to deal with sensitive issues, manage conflicting views and expectations and cope with unpredictable issues and behaviours	Essential	Interview
Ability to manage and prioritise competing demands effectively	Essential	Interview
Ability to use and manage IT packages e.g. Microsoft Word, Outlook etc. including internal recording systems	Essential	Application
Ability to demonstrate effective liaison and partnership working across a wide range of stakeholders, including but not limited to: Children's Social Care, Health, Education, Youth Justice and the voluntary community and private sectors.	Desirable	Application/Interview
Ability to research and access services in the local community to add value to work with children, young people and families	Desirable	Application/Interview
Values & Behaviours (only include those that are relevant to the role, must have at least 1 behaviour per value)		
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	Essential/Desirable	Interview
Support- I support my colleagues to deliver excellent services. I focus on resolving any issues and capturing lessons learnt	Essential/Desirable	Interview
Learning to Improve		

Insight- I regularly rely on evidence and professional standards to support my work and decision making.	Essential/Desirable	Application/Interview
Agile-I am fully empowered to act within the scope of my role	Essential/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	Essential/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	Essential/Desirable	Interview
Engage with discomfort- I am open to and reflect on what makes me uncomfortable and use my engagement with others to challenge myself and constructively challenge others	Essential/Desirable	Interview
Champion Diversity- I recognise the advantages and importance of equality, diversity and inclusion in delivering outcomes for residents, and take an active role to ensure they are implemented and integrated in everything I do.	Essential/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/Desirable	Application/Interview
Accountable- I accept responsibility for my own actions and decisions, and demonstrate commitment to ensuring these align to what is best for Barnet	Essential/Desirable	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	Essential/Desirable	Interview