

JOB DESCRIPTION

Job Title	Professional Practitioner – Family Intervention		
Directorate	Children & Family Services		
Reporting to	Senior Professional Team Leader		
Grade	10		
Evaluation ref:	AG1002	Job ref:	Family C&F
Role purpose			
Dedicated to supporting families in overcoming challenges and improving their overall wellbeing. This role involves providing direct intervention services, developing individualised support plans, and working collaboratively with other professionals to ensure comprehensive care. The practitioner will engage with families to address issues such as parenting, family dynamics, and crisis management, aiming to foster a safe and nurturing environment for all family members.			
Responsibilities			
<ul style="list-style-type: none"> • Use appropriate techniques and best practice to make robust ongoing holistic, professional assessments of allocated children, young people, and their families/carers to reflect individual circumstances including assessment of risk of harm and risk of serious harm to and from the child together with their vulnerability, to ensure intervention with children and young people is as effective as possible. Deliver a range of interventions and activities where required which are underpinned by evidence-based practice. • Keep accurate and timely records and to provide information, written assessments, reports, or other document to support multi agency partnership working to enable decision making in respect of service users. • Ensure that Family Intervention Team good practice reviews, dip samples, audits and evaluations are conducted in line with the quality assurance process with a view to constantly reviewing and developing team and individual practice. • Work with a range of multi-agency partners to ensure meaningful intervention, safeguarding and protection of children and young people with additional and/or complex needs and to maximise the effectiveness of available resources through provision of expertise on a needs-led, intensive basis, which does not build in reliance upon services but encourages and builds sustainability and family self-reliance. • Communicate with and influence the decision making and resource provision of partner professionals/agencies as well as seeking to influence the behaviour of service users and their families. • Establish appropriate professional relationships with service users, their families, carers, other professionals, and agencies to enable effective partnerships in the provision of services. Maintain a child centred approach focussing on the need to manage risk of harm, reduce vulnerabilities and work towards sustainable positive change where families become self-sustaining 			

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and there is a reduced demand on services in that family.

- Build upon existing skills, knowledge and practice with research and training to develop individual skills and work with Senior Professional Team Leaders to appraise new approaches and to embed improvements in service provision and delivery. As part of this, act as a Family Intervention Team Point of Knowledge expert for a specific/thematic area of work such as Physical Health, Emotional Health and Wellbeing, Domestic Abuse, Education Training and Employment, Adolescent Parenting, or any other area relevant to FIT work/intervention.
- Alongside the Senior Professional Team Leader contribute to the development of specific child and adolescent programmes of work such as DDP informed interventions, Theraplay and Non-Violent Resistance parenting amongst others. Ensure staff are trained and appraised in the use of programmes and that a regular cohort of staff receive appropriate training and opportunities to roll out new skills and knowledge learned.
- Alongside the Senior Professional Team Leader, supervise a team of Family Intervention Workers (FIWs) to ensure that services are delivered to children, young people, and their families/carers in accordance with best practice and local policy and protocols. Lead, manage and review the quality of work delivered by FIWs under their supervision and within the team generally and support the Senior Professional Team Leader in any sickness, capability, or disciplinary processes, as necessary.
- Act as a case holder and beacon of good practice for the most complex cases. Provide information, advice, and support to FIWs on cases held by them, and where indicated, conduct joint visits in a supervisory capacity to develop the skills, experiences, and knowledge of FIWs.
- Act as a lead worker on the development and roll out of the Rapid Response out-of-hours service, including on call and call out duties.

Impact

- The Professional Practitioner role in FIT will support the SPTL in ensuring that a consistently good standard of service is delivered to children and families in Somerset meeting or exceeding statutory, Council or service standards. This will involve contributing to the full range of day-to-day management activities including priority setting, conflict resolution and team communication under the line management of the Senior Professional Team Leader.
- Will have excellent written, verbal, and non-verbal communication skills to ensure effective feedback arrangements from clients and customers and to enable effective management of local teams during changes to achieve new ways of working.
- The Family Intervention Team (FIT) has a county wide role, aiming to support children to stay at home or in other agreed accommodation safely or, where appropriate, to be reintegrated back in to the home following a period of accommodation or to prevent (re)escalation into statutory services

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including Childrens Social Care and to and to assist families to identify and build upon their strengths to make and sustain best family outcomes.

- FIT is an intensive support service where intervention is tailored to presenting needs and aims to establish individual and family stability where reliance on additional Level 3 and 4 services is reduced.
- Bespoke intervention packages for children, young people and their families/carers will be designed which feature a solution focussed and strength-based approach, but which do not lose sight of risks in the case.
- Will support the Senior Professional Team Leader in delivering best value for money in organising service delivery including case allocation, diary management and minimisation of travel and other additional costs.
- Will have responsibility for a mixed caseload of children, young people, and their families, working with short term intensity in a crisis resolution model with some and for a longer period of up to a maximum 12 months with others but with an expectation of moving to stability and closure without case drift.
- Will (under the direction of the Senior Professional Team Leader) supervise a number of FIWs and where necessary to act as mentor or coach in the Professional Practitioner's thematic work area (Point of Knowledge role). Will contribute to the day-to-day supervision and oversight to staff undertaking NVQ qualifications and to students undertaking learning placements within the team under the line management of the Senior Professional Team Leader.
- Will on a rota basis work weekends and evenings to respond to the needs of children aged ten plus outside of normal office hours, plus participating in the Rapid Response service as required.
- Will be offered, attend, and contribute fully to training and learning events as part of Continuous Professional Development and a learning culture within FIT.

Knowledge / Experience / Skills

	Essential	Desirable	
Knowledge			
Good understanding and ability to develop and implement effective performance management and quality assurance frameworks.	X		
Knowledge and understanding of implementing equality and diversity in service delivery.	X		
An understanding and commitment to effective customer and community engagement leading to service redesign and change management.	XX		

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Good understanding of family functioning in relation to adolescent development, attachment theory and conflict resolution practices.			
Understanding of budgetary restraints and ability to find 'work around' solutions.		X	
Experience			
Demonstrable experience of partnership working with other agencies and professional colleagues	X		
Strong evidence of undertaking holistic assessment of children, young people and family and needs, to help identify how outcomes can be achieved, ensuring that assessments and intervention plans are SMART and, fully reflect the child/young person and family views and aspirations.	X		
Evidence of applying a solution focussed approach and proving practical advice and support to families, children, and young people to enable them to achieve and sustain positive outcomes.	X		
Confidence in making appropriate decisions about case directions and actions to be taken to move the case forwards on a day-to-day basis.	X		
Evidence of developing creative approaches in family work and thinking 'outside the box.'		X	
Qualifications / Registrations / Certifications			
Educated to Degree level or equivalent qualification such as NVQ Level 6 in a relevant thematic area (such as social work, probation, teaching, psychotherapy, psychology, youth work, health professions, education, domestic abuse, family work <u>or</u> Significant experience working with families with multiple and complex needs whilst maintaining outcomes focus.	X		
Evidence of a commitment to on-going professional development in their specialist field and to the principles of evidenced based practice.	X		

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Skills			
Ability to evidence key staff supervisory skills including reflective and reflexive supervision, staff development and where necessary adherence to capability / disciplinary process under the direction of line management.	X		
Ability to work independently and act with appropriate autonomy and to use supervision appropriately.	X		
Have the ability to recognise when key decision regarding risk / concerns needs to be discussed / shared with a supervisor or manager.	X		
Ability to speak fluent English as stated in Part 7 of the Immigration Act (2016).	X		
Ability to share extensive generic knowledge around working in families with children and young people with multiple and complex needs. Through work with colleagues and partners provide support in case discussions and mentor.		X	
Working Conditions			
Working Arrangements			
Somerset Council's dynamic Working Strategy will be applied to this position			
Corporate Responsibilities			
<ul style="list-style-type: none"> Ensure compliance with all relevant legislation, organisational policy, and professional codes of conduct to uphold standards of best practise. Deliver the aims of the council's equality, diversity and inclusion policies; health, safety and wellbeing of self and others; and Organisational values in everything you do, ensuring team members are also aware of their responsibilities and maintaining their understanding that Equality and Diversity practice covers both interaction with staff, service users and communities and includes challenging discrimination and promoting equality of opportunity for all. 			

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Date: 22nd October 2024