

Assignment Sheet



Assignment Title	Professional Practitioner - Family Intervention
Assignment Reference	AG1002 – Grade 10

Main Responsibilities & Duties

1. 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.
2. 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.
3. 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.
4. 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.
5. 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.
6. 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 and there is a reduced demand on services in that family.
7. 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.

8. 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.
9. 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.
10. 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.
11. Act as a lead worker on the development and roll out of the Rapid Response out of hours service which will include on call and call out duties.
12. Understand, uphold and promote 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. Equality and Diversity practice covers both interaction with staff, service users and communities and includes challenging discrimination and promoting equality of opportunity for all.

Contacts & Relationships

- 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.

Resources

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 including Childrens Social Care 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 and attend and contribute fully to training and learning events as part of Continuous Professional Development and a learning culture within FIT.