



Job Description

Family Support Worker

Hours per week: 37 Hour contract, working flexibility of 8am-10pm, 5 days over 7

Contract type: Permanent in line with funding

Location: Dundee

Reports to: Team Manager

Line Management Responsibility: No

Financial Accountability: Low

Job Summary

This role will offer a tiered approach to providing support and intervention for children aged 5 to 12, experiencing mental and emotional distress to promote positive wellbeing. This will be in collaboration with Longhaugh Support Group (LSG). This role will work closely with LSG, the child's mainstream school, children and families social work, specialist supports and universal services whilst taking a whole family approach through outreach community work with families.

The Family Support Worker role will have expertise in social, communication and neurodiverse needs and all work will be underpinned by includem's model of practice. The role will require you to work flexibly between 8am-10pm, 5 days over 7 providing support to children, parents & carers at times supportive of family needs.

4 key elements of support:

- 1:1 Child Wellbeing Support
- 1:1 Parent/Carer and Whole Family Support
- Parenting Groupwork including delivery of the 10-week Solihull for parents.
- Collaboration with LSG, mainstream school, Children and Families Social Work Team and other community-based specialists and universal services



Key Responsibilities

The key responsibilities of the Family Support Worker include, but are not limited to:

- Building quality relationships which support and empower children, young people and families to develop and have ownership of interventions which improve their emotional health and well-being.
- Enhance emotional well-being, improve home-school relationships, improve attendance and improve behaviour.
- Providing 1:1 and whole family support based on the strengths and needs of each young person and family.
- Using a strengths-based approach to empower individuals facing adversity to find solutions and make positive changes, ensuring resources are in place to sustain these changes.
- Ensuring practice within 1:1 and group work is aligned with strengths principles is family-centred and rights-based.
- Understanding the different coping mechanisms that young people and their families use to deal with stress and high emotions, and to respond appropriately.
- Working collaboratively with children, young people and families, LSG, mainstream schools, children and families social work and other key stakeholders and external partners towards the achievement of shared goals and objectives.
- Utilising a range of approaches to improve relationships with family and peers including our A Better Life toolkit, Restorative Practice and the Solihull Approach.
- You will work with the child and family to co-produce a Personal Support Plan that is flexible and adaptive to meet their changing needs and the needs of the whole family. Plans will be aligned to their strengths, goals, hopes, and aims, using tools such as our Wellbeing Web to measure SHANARRI indicators and progress.
- You will work collaboratively with schools and contribute to the young person's ABLe plan.
- Assessing and responding appropriately to situations where children, young people and families may be at risk of harm.
- Identifying universal/specialist supports and supporting children, young people and families to access and engage, providing practical support e.g. getting to appointments/groups and barrier reduction. Develop and maintain connections with local communities and neighbourhoods to support families to sustain positive change.
- Taking direction from your team manager and participating in planning to ensure time is used effectively to meet the needs of children, young people and families.
- Record accurately and in line with the needs of the service, using includem's online information system (MAPS).



Main Duties:

- You will travel to meet children and families within their communities in safe spaces such as home, LSG, mainstream school, community space, at times flexible to their needs.
- You will listen to the needs of the children and families we work with, to agree a location to meet and listen as that need evolves over time. We welcome the opportunity to collocate with partners in Dundee also.
- You will deliver groupwork from partner locations, face to face or virtually if required.



Person Specification

Category	Essential Job Requirements	Desirable Job Requirements	Method of Assessment
Technical Skills, Knowledge, and Experience	<ul style="list-style-type: none"> • Experience of effectively engaging vulnerable young people and families who are likely to have faced challenging life circumstances • Experience of developing and maintaining effective partnership relationships across the organisational sectors. • Ability to respond flexibly to changing situations led by the needs of young people and families. 		Application process Group stage interview Individual interview
Education / Qualifications		<ul style="list-style-type: none"> • SCQF Level 5-6 or have relevant skills and experience in working with young people or young adults with mental health needs • Experience of delivering groupwork • Registered with the SSSC, as a worker in the care at home category and qualifications to support this. If not register, it would be required when you become includem's employee. 	Application process Group stage interview Individual interview
Other Requirements	<ul style="list-style-type: none"> • Ability to work independently and as part of a multi-agency scaffolding of support for children and families • full UK driving license and access to your own car for work purposes 		Application process Group stage interview Individual interview



Acknowledgement:

This job description is an overview of the duties, responsibilities, and requirements of the position. You may be required to perform other duties throughout your employment at the reasonable request of your line manager.

I acknowledge that I have read and understood the job requirements, responsibilities, and expectations outlined in the job description.

Employee Name		Employee Signature		Date	
Line Manager Name		Line Manager Signature		Date	