

## **Job Profile (Family Worker)**

**Job Title: Family Worker IEYS (Integrated Early Years Services)**

**Job Grade: 3.2**

**Salary Range: £36,984 - £42,526**

### **About Camden**

'Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. Because we're not just home to UK's fast-growing economy. We're home to the most important conversations happening today. And we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all.

### **About the role**

The key objective is to offer practical advice, support and direct case work to prevent issues escalating and requiring statutory intervention. Family Workers deliver a targeted high quality early help family support service to families from pregnancy to age 19 years\* to improve health and well-being outcomes, educational attainment and reduce inequalities. Families in need of support will range from those who will benefit from brief interventions to families and children with complex and entrenched behaviour. This may include parents with mental illness, substance misuse, those experiencing domestic abuse or high levels of conflict and have limited or no wider family or community networks. Children and young people may be experiencing neglect, involved in criminal or antisocial behaviour, gang activity and substance misuse or on the edge of care.

The role will deliver:

- Effective whole family assessment, development of a family action plan and intervention
- Systematic review of progress against agreed outcomes
- Strong collaborative and partnership working using the agreed frameworks and models and the principles of Working Together to Safeguard Children and protection of vulnerable adults
- High levels of family engagement and achievement of positive outcomes \*Young Parents with SEND up to age 25 year

### **For staff recruited to the IEYS children's centre team:**

Experience of family support case work within early years services (pregnancy to age 5 years) - Knowledge of attachment theory and early childhood learning and development e.g. Early Years Foundation Stage Framework, Common Assessment Framework and the factors affecting and enabling children to be ready to learn at two and ready for school at five.

### **About you**

**Essential:** The candidate will need to have Numeracy and literacy to GCSE level of equivalent. Further education to the level of e.g., NVQ, B-TEC or equivalent in a relevant level 4

**Desirable:** A graduate level qualification relevant to family work e.g., social work, nursing, early years education, play or youth and community work, Evidence of training as a facilitator and experience of delivering group-based parenting programmes e.g., Strengthening families, strengthening communities, Webster Stratton Incredible Years or Triple P.

**Work Environment:**

Family Workers work in multi-agency, multi-disciplinary teams based in community venues and work with families in their own homes.

Family Workers are required to demonstrate emotional intelligence and resilience to work confidently with families who are often vulnerable, have complex needs, including for example children on the edge of care, engaged in criminal or antisocial behaviour, gang activity or substance misuse or are experiencing domestic violence and neglect Family Workers will be expected to undertake any other reasonable activity required to meet service needs and all work must be carried out in compliance with national and local policy, relevant legislation, approved procedures, frameworks and guidance

**People Management Responsibilities:**

N/A

**Relationships:**

Partnership, integration, communication, and multi-agency working are vital to improving outcomes. Engagement with the whole family is an important component of early help and a central feature of this role. The post-holder is accountable for their contribution to multi-agency assessment, planning and intervention and the content of reports or presentations that are required by internal and external agencies.

Partners include:

- Children's Services Social Work, including MASH
- Children's centres and schools
- Voluntary and Community Sector organisations
- Early education and childcare settings and childminders
- Integrated Youth Support Service
- Integrated Early Years' Service
- Family Support and Complex Families and Early Help CAF team
- Health services e.g., Midwifery, Family Nurse Partnership, Health Visiting and School Nursing services, GPs, Speech and Language Therapy services, Open Minded and adult mental health services
- Public Health, Housing, and other local authority services
- Registered Social Landlords
- Police

**Over to you**

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we're supporting people, and we'll redefine what a career can be. If that sounds good to you, we'd love to talk

**Is this role Politically Restricted?**

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).

**Diversity & Inclusion**

We want Camden Council to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do. Click [Diversity and Inclusion](#) for more information on our commitment.

**Agile working**

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships; we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK ([www.HireMeMyWay.org.uk](http://www.HireMeMyWay.org.uk)). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

**Asking for Adjustments**

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview, or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at [resourcing@camden.gov.uk](mailto:resourcing@camden.gov.uk) or post to 5 Pancras Square, London, N1C 4AG