

Job Profile Information: Early Help Practice Lead

This supplementary information for Early Help Practice Lead is for guidance and must be used in conjunction with the Job Capsule for Social Care at Job Level 4 Zone 1

Camden Way Category 4

It is for use during recruitment, setting objectives as part of the performance management process and other people management purposes. It does not form part of an employee's contract of employment.

Deliver for the people of Camden

The **Supporting People Directorate** is responsible for the outcomes and support for children, young people, adults and families in need. The directorate has a strong focus on intervening early to prevent problems escalating as well as contributing to prevention. Within the directorate, the **Early Intervention and Prevention Division (EIP)** comprises of the following services: Integrated Early Years Service (IEYS), Integrated Youth Support Service (IYSS), Family Support and Complex families, SEN and Educational Psychology and the Education Welfare Service

Early Help Practice Leads form part of the Early Help Community and Practice Service within Family Support and Complex Families. Early Help Practice Leads are responsible for providing a comprehensive framework for quality assurance, developing the skills and confidence of the workforce and developing policy across the Early Intervention and Prevention Directorate and in the community.

The Resilient Families programme is the driver for the transformation and further development of services providing early help for families with children (0-19* years) in Camden. Our ways of working:

- Consistent focus on outcomes and how they are measured
- Consistent approach to building resilience in families across all levels of need
- Streamlined and clear access to all services within the Early Help Offer
- Strengthened early help delivery within universal services
- Improved integrated working which focuses on the whole family
- Consistent focus on reflective practice and evidence based interventions.

Role Purpose

- Early Help Practice Leads will ensure early help professional practice excellence through the provision of professional supervision and guidance, audit, quality assurance processes and casework monitoring, consultation, policy and workforce practice development in accordance with Directorate policy, statutory responsibilities, national directives, guidance and risk assessment. The role provides impartial and objective support to line managers, team managers and service managers to ensure practice excellence in their teams and services
- Early Help Practice Leads will support general early help service improvement in line with the strategic direction of Early Intervention and Prevention, Supporting People and LBC as required
- Early Help Practice Leads will enable individual (including students and apprentices) and team learning needs are met, encourage and enable continual professional development and learning including contributing to the arrangement and delivery of skills building and professional practice events and conferences
- Early Help Practice Leads will embed the Resilient Framework Practice Training which underpins the whole family approach, across the Early Help workforce, providing opportunities for ongoing learning and professional development.
- Early Help Practice Leads will be responsible for developing and ensuring compliance with consistent and shared policy, procedures and ways of working across the directorate (eg. quality assurance, auditing, measuring impact, compliance with local and national standards)
- Early Help Practice Leads will be responsible for engaging with young people, parents and partners at every stage of the journey to ensure effective co-creation of services that are responsive to local need.

Example outcomes or objectives that this role will deliver:

1. Consistent policies and practices for early help services across the Early Intervention and Prevention directorate and in the community enabling the delivery of high quality Early Help Provision
2. A systematic approach to Quality Assurance across the directorate, with a focus on practice excellence which will improve the quality of casework, outcomes and impact for families
3. High quality evidence based delivery of Early Help Services and evidence of their impact on children and families in Camden, including post intervention measures so that cases remain closed.
4. Ensuring management information is used to inform front line practice and to inform strategic decision making in the community about Early Help Services at a local level
5. Consistent approach to gathering data on impact and outcomes in universal Early Help Services, also offering an independent approach to post intervention follow up and evaluation of services.
6. A resilient workforce by ensuring the Resilient Families Framework Training is embedded across the directorate (management and front line) and in the community (champions, reflective practice sessions, outstanding quality of supervision, reflective pods, multi-agency reflective complex case discussions etc.)
7. An engaged community (children, young people, families and partners) that participate in decision making and co-creation of Early Help Services.

People Management Responsibilities:

No direct line management

Relationships:

The post holder will be required to develop and maintain links with a variety of partners to support them in the delivery of the early help offer. 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
- 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
- Job Centre Plus
- Registered Social Landlords
- Police

Work Environment:

- Early Help Practice Leads will be based primarily at 5 Pancras Square as part of the Early Help in the Community Service. A Key part of the role is to develop and cultivate partnerships in the community so travel and work in the community is expected.
- Early Help Practice Leads will be expected to work in a number of different environments, working with numerous partners and audiences, and must have strong communication skills. Part of the role will be to identify new partnerships and ways of working to promote Early Help across Camden.
- Early Help Practice Leads 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.

Technical Knowledge and Experience

- A graduate level qualification relevant to family work e.g. social work, nursing, early years education, play or youth and community work or NVQ level 4 equivalent gained in a setting associated with children or young people and families
- Substantial experience of working with children, young people, vulnerable adults and their families
- Qualified in evidenced based intervention programmes with families
- Knowledge and experience of working with vulnerable children, young people and their families to prevent problems escalating eg family work, youth work, etc.
- Knowledge of legislation, frameworks and guidance relevant to delivering best practice in family work [working with children] and safeguarding children and vulnerable adults e.g. The Children's Act 1989, Leaving Care Act 2002, The Troubled Families programme, Early Years Foundation Stage Framework
- Experience of successfully leading, managing or motivating teams to safeguard children to achieve results
- Experience of successfully leading, managing and coordinating multi-agency services or projects to improve outcomes for children and families
- Excellent negotiating/coaching/leadership skills and the ability to communicate diplomatically and persuasively with a wide range of individuals and groups at all levels in order to effect whole system change.
- High level of knowledge of legislation, policy and research base for early intervention and family support
- High level of analytical skills in order to interpret, summarise and draw conclusions from complex data.
- Knowledge and understanding of Working Together to Safeguard Children, including information-sharing, consent and integrated working principles and practice
- Experience of good practice in recording assessment, referral, case recording and report writing, using electronic systems and the ability to use Word and Outlook
- Knowledge of reflective practice and supervision, enthusiasm for continuous learning and new ways of working, demonstrating a high level of self-motivation
- A commitment to out of hours working in the evenings and weekends as required

Camden Way Five Ways of Working

In order to continue delivering for the people of Camden in the face of ever increasing financial pressure, we need to transform the way we do things. We call this the Camden Way. The Camden Way is a key part of our transformation strategy often referred to as the transformation triangle which links the Camden Plan, the Camden Way and the Financial Strategy together.

The Camden Way illustrates the approach that should underpin everything we do through five ways of working:

- Deliver for the people of Camden
- Work as one team
- Take pride in getting it right
- Find better ways
- Take personal responsibility

For further information on the Camden Way please click [HERE](#).

Structure Chart

