

## **Job Profile: Family Group Conference (FGC) Operational Lead**

**This supplementary information for Family Group Conference (FGC) Operational Lead is for guidance for Job Level 4 Zone 2**

### **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.**

#### **Role Purpose:**

This role will be working within the Supporting People directorate and directly to the Service Manager for Family Group Conferencing and Restorative Practice who will be the line manager of this post.

The role purpose is to support and develop family group conferencing within the Camden Model of Social Work framework. To be the operation lead for FGC service in CSSW and lead the service in the implementation of the next phase of the Right Balance work and Lifelong Links. They will promote best practice for the CSSW service, coordinate and positively develop relationships with social workers. It is expected that they will draw on current research and evidence-based practice and to deliver an outcome focused service. They will provide individual support for FGC Coordinators, be responsible for the allocation of work. The FGC Operational Lead will be expected to create a culture of systemic thinking, reflection. A learning attitude is also fundamental to this role, as it will be necessary to be up to date with national and local policy. The promotion of the service by organizing and participating in action learning sessions/workshops is essential requirement to embed best practice principles and values, building professional confidence across the workforce.

#### **Example outcomes or objectives that this role will deliver:**

- FGC positive practice development measures, coordinating resources and creating learning opportunities as directed by the FGC Service Manager
- Restorative practice development; by embedding principles and values across CSSW and other early help and education settings.
- Successfully implement and embed the next phases of Right Balance and Lifelong long links.
- Maintaining positive standards for DOVE FGC and Child Welfare FGC work.
- Mentoring and facilitating staff development and engagement.
- Provide support to social workers and FGC Coordinators in undertaking FGC work including the next phase of Right balance and Lifelong Links.
- Collect and apply data where required, provide performance information and good practice reports to support learning.
- Support social workers and others to use the case recording system to document FGC work and ensure FGC plans are used and are useful documents.
- Develop training when needed.

- Promote integrated whole systems working, negotiating and influencing outcomes, engaging and involving users and carers and all stakeholders, liaising with other workers and agencies as appropriate.
- Support the development of public information materials and the development and maintenance of CSSW websites and related tools.

**People Management Responsibilities:**

- Mentor and coordinate the workloads of staff in the service.
- Provide ad hoc support to social workers and FGC Coordinators in undertaking FGC work and the next phase of Lifelong Links and Right Balance.

**Relationships:**

- Develop and maintain excellent working relationships with internal and external stakeholders particularly children and families that use the service and others in their professional networks, for example schools.
- Communicate well, build rapport and morale, building professional confidence.
- Support staff wellbeing.
- Display sound professional judgements and working across the service to provide specialist advice and support.
- Work collaboratively and in partnership with children, families/carers, professionals and the wider community.
- Work collaboratively to anticipate risks and issues, proactively addressing barriers to progress and creating the conditions to facilitate best practice within an equalities approach.

**Work Environment:**

The job is primarily office based but requires flexibility around working hours and being able to provide support out of office hours to deal with complex and high risk problems or issues. The post holder may be required to work evening and weekends from time to time.

**Technical Knowledge and Experience:**

- Social Work or equivalent professional qualification and proven experience of working in Social Care (Essential)
- HCPC registration (Essential)
- Demonstrates knowledge and awareness of FGC
- Demonstrates sound knowledge of the legislative and policy frameworks
- Evidence of continuing professional development.
- Excellent report writing and presentation skills
- Demonstrates a comprehensive understanding of relevant social work legislation and policies and procedures and ability to apply it in practice.
- Excellent knowledge and practical application of safeguarding.
- Demonstrates evidence of developing and/or thinking differently to challenge social work practice

## **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