

Job Profile (Family Worker)

Job Title: Family Worker

Job Grade: 3.2

Salary Range: £34,033 – £39,480

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

- 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:

Will hold no management responsibilities.

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

At Camden, we value and celebrate difference and encourage diversity in all respects. Our diverse workforce ensures we represent our communities to the best of our ability and enables us to make better decisions. Because of this, we particularly welcome applications from Black, Asian and those of other non-white ethnicities, those who identify as LGBT+, neurodiverse and disabled people.

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). 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 or post to 5 Pancras Square, London, N1C 4AG