

## Job Profile (Family Worker)

**Job Title: Family Worker Early Help - Refugee Response Welfare and Support**

**Job Grade: Level 3 Zone 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. **As a Family Worker, you will 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.**

### About the role

Following the start of the war in Ukraine in February 2021, Early Help have initiated a Welfare support offer to support Ukrainian families hosted by Camden Residents on the Homes for Ukraine visa scheme. The visa scheme went live at the end of March 2021 and is led by the Home Office and DLUHC. Camden Council's Refugee Response Team oversee and support all visa holders due to stay in Camden properties, for the duration of their stay and up to 3 years.

The key objective is to offer practical advice, support and direct case work to prevent issues escalating and requiring statutory intervention. Families in need of support will range from those who will benefit from brief interventions to families and children with complex and entrenched behaviour and have experienced trauma due to war in their home country. This may include parents with mental illness, substance misuse, have limited or no wider family or community networks. Children and young people may be experiencing trauma, isolation, neglect, involved in criminal or antisocial behaviour, gang activity and substance misuse or on the edge of care.

You will deliver a service to vulnerable families, children and young people in Camden, including:

- initial and follow up welfare visits
- delivery of assessment, planning and intervention packages to vulnerable families, children and young people
- Support children, young people and their families to access appropriate universal, targeted and specialist services in accordance with their assessed needs.
- providing IAG and signposting, with the aid of interpreters, to families to access school places, employments opportunities, benefits, ESOL classes, children's centres and early years provision, cultural and community organisations and activities, emotional wellbeing support, etc.
- delivery in line with Council, Directorate and Service strategies, plans and policies; in compliance with relevant legislation, as well as good practice standards set down by the local authority, to high professional standards and through the effective management of resources
- family services within the aims and objectives of relevant plans of Camden Council, local and national legislative guidance, policies and initiatives. Operate within the Council's policies and procedures to ensure the provision of high-quality services, appropriate to the

changing needs of children and families. To meet statutory obligations and duties in relation to Refugees, Children in Need, Child Protection and Young People Leaving Care. To ensure that the service is accessible to children and families from all backgrounds.

- Carry out structured, focussed and time-limited direct work with children, young people and their families, supporting participation and consultation. To support families through transitions and assist them in developing independence skills. To intervene and support family functioning.
- Adopt the lead professional role where appropriate and make relevant referrals. To liaise with all relevant services and organisations and to promote effective multi-agency partnership working. To represent the service through attendance and work reports at appropriate multi-agency meetings.
- Keep contemporaneous records of all assessments, interventions and direct work. To utilise electronic case management system in accordance with local guidance and protocols. To maintain good financial and budgetary control and make the best use of the service resources.
- The post-holder is responsible for reporting any essential information to their line manager for direction specifically that which involves child protection concerns or risks to clients, staff or the organisation.

## **Relationships**

The role can be challenging and demanding on staff as many of the families and young people have complex needs and are vulnerable. Partnership working across communities and agencies is a central feature of this role. The post-holder is accountable for their contribution to multi-agency planning and intervention and the content of any reports or presentations they are required to provide to internal and external agencies. Partners include:

- Local children, young people, families and communities
- Local partnerships, voluntary and community organisations
- Schools and colleges
- Other services within the Children Schools and Families Directorate
- Early education, childcare settings and childminders
- Public Health, Housing, and other local authority services
- Health services including, midwives, health visitors, community mental health and CAMHS
- Government departments and offices including benefits offices

## **About you**

### **Essential:**

- Numeracy and literacy to GCSE level or equivalent.
- Education to the equivalent of further education level (A-level, B TEC or NVQ level 3) or possess significant experience in a similar post in family support work
- Knowledge of assessment and intervention methods and tools for use with children and families, including the Framework for the Assessment of Children in Need and their Families.
- Knowledge of the causes and impact of social disadvantage, including mental ill health, substance misuse, domestic violence, poverty and disability
- Knowledge and understanding of the key issues relevant to the development of children and young people

- Knowledge and understanding of best practice in delivering services to children, young people and families
- Knowledge of broader universal services including health, education, housing and welfare benefits
- Knowledge and understanding of national and local strategies for social inclusion, early intervention and prevention
- Knowledge and understanding of child protection procedures and responsibilities
- Knowledge of relevant legislation and guidance including Children Act 1989, 2004, Leaving Care Act 2002, Working Together 2006.

Desirable:

- Degree level qualification
- Social work qualification
- Youth and Community Work, Childcare and Play or other relevant health or social care qualification
- Knowledge of difficulties and disadvantages experienced by Looked After Children and Care Leavers
- Training as a facilitator in at least one of the evidence-based programmes (Strengthening Families, Strengthening Communities; Webster Stratton 'Incredible Years'; Triple P Positive Parenting Programme, etc.)
- Experience of working with migrant families and/ or refugees

### **People Management Responsibilities:**

Will hold no management responsibilities.

### **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 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**

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