



Job Title

Sessional Family Advocate

Complex Child in Need and Rapid Response Team

Grade H

£29,577 - £32,234

Group: Care, Wellbeing & Learning

Service: Children & Families Social Work

Location: Complex Child in Need Team and Rapid Response Team, Civic Centre

Line Manager: Senior Practice Supervisor

Car User Status: Casual

Job Purpose

To work with children and young people in a whole-family approach which uses evidence-based interventions and multi-agency support plans to; to support children and young people in engaging with services that ensures they achieve their potential in life and to engage families working towards positive outcomes and sustained change.

You will be part of the Complex Child in Need (CCiN) team that will provide a proactive Social Work service to children assessed as being children in need and considered to be at risk of suffering significant harm. You will provide the wrap around support that will deliver a greater intensity of support to children, young people and families inside and outside of normal working hours.

The key roles of this post will include:

1. To work alongside an experienced Social Workers to offer a greater intensity of support to families, children and young people and identify what families need and how best to support them outside of normal working hours to prevent escalation of risk.
2. To deliver intervention to children, young people and families who are active to the Complex Child in Need Team that includes evenings up to 10pm Monday - Friday and a weekend 11am -7pm Sat / Sun.



3. To take a systemic approach and focus on effecting sustained change that reduces the need for recourse to the looked after and/or Child Protection system, focusing on the whole family dynamics as well as individual need supporting this.
4. To engage young people (teenagers) who are deemed at risk of not meeting their potential through: disengaging with education; misusing alcohol and substances; involvement with crime and or anti-social behaviour; or have health issues that are impacting upon their lifestyle and choices and re-engage them in pro social activities to support them achieving positive outcomes.
5. Supporting young people to engage in family group conferences or relevant interventions with the aim of re-engaging them back home to ensure families are kept together or reunited quickly whilst ensuring an evidence based approach to managing risk and uncertainty.
6. To work within a framework that is firmly underpinned by the principle of strengths based relational Social Work and address behaviours linked to, or because of, adult and childhood trauma and compromised child/parental relationships and capacity.
7. To work with families and engage children and young people who are placing themselves at risk through poor choices and a lack of consequential thinking whilst facing the pressure from external influences such as peers and social media.
8. To motivate children and young people to support their engagement with relevant services to address their needs such as education, substance misuse services and health.
9. To contribute to ongoing assessments, statutory reviews and achieving sustained outcomes for children young people and families.
10. To participate in and contribute to Ofsted inspections of Gateshead Local Authority services where relevant.
11. To maintain appropriate records on the social care database and adhere to national and LA guidance on confidentiality and information-sharing.
12. To maintain high professional standards and a commitment to developing knowledge of local, regional and national provision for children, young people and families, along with knowledge of new legislation, research and good



practice.

13. To work within a flexible framework which will include evening, early morning and weekend working where appropriate.
14. Such other responsibilities allocated which are appropriate to the grade of the post.



Knowledge & Qualifications

Essential:

Knowledge

- Child and Adolescent Development
- Social issues that adolescent face today in terms of NEET, substance misuse.
- Issues that affect vulnerable children and their families.
- Theories and interventions used to engage children and young people
- Effective parenting intervention
- The issues facing parents/carers such as the toxic trio: adult mental health, substance misuse and domestic violence

Experience

- Relevant experience of developing an enabling relationship with young people and families at risk or in need, managing cases or offering direct interventions, to facilitate the change process
- Implementing your sound knowledge of adolescent development to engage and achieve positive outcomes.
- Motivating and engaging young people and parents with services to address their needs, such as substance misuse, emotional mental health, education training and employment.
- Being creative to achieving positive outcomes for children, young people and parents/carers - with a 'can do' approach
- Responding to crisis situations for young people and families, using appropriate problem solving and negotiation skills.
- Working constructively in partnership with a wide range of professionals.
- Developing support plans based on comprehensive assessments of need and risk.
- Ability to recognise needs and risks of children and young people, their parents/carers.
- Good communication skills, both written and verbal, including report-writing and presentation skills.
- Prioritising and organising workload, adhering to service timescales and providing a timely, responsive service to families.
- Working on own initiative and adherence to safe lone working practices.
- Using Microsoft Office & Outlook packages.

Skills

- A proven ability to engage with young people who present with complex and challenging needs
- A proven ability to engage and work with parents / carers who are struggling to manage their child's behaviour
- A proven ability to liaise and engage with other professionals who are working to meet the needs of the children, young people and families you work with
- Proven ability to make observations during direct work with young people and parents and to keep accurate recording
- A proven ability to make defensible decisions at times of crisis and seek appropriate advice from line managers to inform decision making.



Plus:

- Importance of maintaining professional boundaries.
- Equal opportunities, anti-oppressive practice and the impact of discrimination.

Qualifications

- NVQ Level 3 in a relevant discipline or equivalent.
- A current driving licence and access to a car or means to mobility support.

Desirable:

Knowledge

- Parenting Programmes.
- Carefirst, Civica & Total View System.
- CAF and TAF processes.
- Troubled Families agenda.
- Childcare and education systems.
- Housing and benefits systems.

Experience

- Using Carefirst System or similar case management systems.
- Delivering Parenting Programmes.
- Facilitating groups and leading multi-agency meetings.
- Use of assessment tools with families.

Qualifications

- Two years post-qualifying experience in a related field or discipline, including youth work, youth justice, housing, social work, probation, community development, etc.

Personal attributes

- Willingness to work flexibly
- Ability to use own initiative
- Willingness to undertake comprehensive training underpinning the work of the complex child in need and rapid response team



Competencies

Customer Focus

Puts the customer first and provides excellent service to both internal and external customers

Communication

Uses appropriate methods to express information in a clear and concise way to make sure people understand

Team Working

Works with others to achieve results and develop good working relationships

Making things happen

Takes responsibility for personal organisation and achieving results

Flexibility

Adapts to change and works effectively in a variety of situations

Learning and Development

Actively improves by developing and applying new skills and knowledge and learns from past experiences