

## Merritts Brook Pathfinder worker job description

Job Description Post: MBA Pathfinder Worker

Salary/Grade: 3

Division: SEMH Pathfinder

### JOB PURPOSE

- To work closely with SEND and pastoral teams implement the SEMH Pathfinder approach to Early Help supporting/addressing needs of families within the school settings
- Using professional knowledge and skills to work in partnership with other practitioner/professionals (Pathfinder Co-ordinator, Core Team and wider), children, young people and their families; using the Early Help assessment framework to identify and where appropriate be the lead practitioner to coordinate the implementation of a multi-agency plan of intervention
- To coordinate a multi-disciplinary family support response to the needs of children, young people and their families; acting in accordance with local policies, procedures and priorities (defined by the Birmingham Pathfinder Project and family's home school)
- Establish a high standard of practice in the delivery of Pathfinder support that provides a timely response to children, young people and their families and achieves positive family outcomes.
- To build trusting relationships with families and support positive parental engagement with school teams
- To achieve good outcomes for children and families through coordination and delivery of work within the school
- To deliver evidenced based interventions to positively effect change that safeguards and promotes the welfare of children and young people.
- To act as a champion for Merritts Brook Academy through the implementation of Pathfinder values of **nurture, shared authority and commitment to social justice**, delivering inputs, workshops and providing assessments, advice and support where relevant.

## **1. DUTIES & RESPONSIBILITIES**

- In accordance with policies and procedures provide a timely response to the identified needs of children and young people.
- To act as the lead professional for an allocated case load of children and families identified from the school cohort
- To undertake high quality recording on school safeguarding through CPOMs and the ECINS case recording system
- Under the direction of the academy DSL, with the support of the Pathfinder Coordinator use an appropriate assessment i.e. Early Help to identify the needs of children, young people and their families and lead the development of an effective multi-agency support plan.
- To be responsible for a high standard of communication, ensuring schools and Pathfinder Coordinators have current, up to date information about interventions and impact.
- To participate in and deliver training and initiatives ensuring knowledge is kept up to date.
- Within a context of persistent outreach effectively engage with children, young people and their families and actively promote their participation in assessments and support plans.
- To be accountable for maintaining and improving practice and performance in line with professional developmental targets as agreed with the academies chosen line manager - the DSL.
- To provide a consistently high standard of practice and care.
- To manage and prioritise a caseload, ensuring appropriate escalation to the Designated Safeguarding Lead within the school and/or line manager where necessary (in line with school policies and procedures).
- To convene and organise case planning and review meetings, including acting as lead professional under a multi-agency Early Help Family Plan where appropriate.

- Under the direction of the Designated Safeguarding Lead, attend case conference meetings and to share information with safeguarding colleagues and partners.
- To complete assessments and reports to recognise professional standards and timescales.
- To actively participate in the regular collection and collation of appropriate performance management information which meets the needs of the service, including positive engagement in audit processes.
- To positively contribute with regular support meetings, team meetings and service review/ development meetings as required.
- Promote and use evidence based practice when working with children and families.
- To promote equality of opportunity, diversity and inclusion.
- Actively promote the welfare and uphold the safeguarding of children and young people.
- To undertake any other duties commensurate with the roles