



**LEO ACADEMY
TRUST**

LEARNING. EXCELLENCE. OPPORTUNITY.

LEO Academy Trust Family Support Worker

Job Description

Term Time plus two weeks

Purpose of role

To work across the trust in the role of the Family Support Worker providing a mixture of individual and group interventions with parents, carers, children and young people with additional needs. Providing Early Intervention to improve outcomes for children and families.

To work in partnership with parents to strengthen parental capacity and family relationships and to increase parental engagement in their local community and in their children's education.

Description of role

1. Supporting Families

- To maintain a caseload of families, providing individual support and group interventions as part of the family action plan.
- Engaging with families by developing and maintaining a supportive and empowering relationship founded on mutual respect, trust and the strengths of families
- To promote and facilitate parental understanding of a child's needs
- To work in partnership with parents to encourage independence and self-reliance and to help them to develop a consistent and positive approach to parenting aimed at addressing behaviours and overcoming challenges.
- Use persistent and proactive interventions when working with parents to enable positive changes in their lives
- To support parents to provide an appropriate environment in which children and young people feel safe and which encourages the development of their self-esteem and resilience.
- To work directly with children developing positive relationships and providing appropriate support to address a range of needs including disruptive and challenging behaviour.

2. Delivering Group Work

- To provide a mixture of targeted group work and courses for parents and carers including evidenced based parenting programmes.
- When appropriate to do so provide group work and courses for children.

3. Enabling Involvement and Participation

- Encourage families to engage in community activities
- Enable referrals to specialists and other services for individuals within the families in accordance with local protocols.
- To work in partnership with a variety of agencies including education and the voluntary sector to support families in the local communities with an emphasis on supporting those families that find it difficult to engage with services
- To particularly ensure services are accessible to parents with additional needs, or disabled children and that they are supported to access community services and activities.
- To support parents in becoming involved with developing local community services and networks and building on parental strengths to empower and equip them to access wider opportunities in education, work and volunteering.

4. Family Focused Assessment

- To engage with families fully through identifying goals, assessing options and reviewing outcomes
- Participate in Team around the Child (TAC) meetings and undertake the role of the lead professional when required.

5. Other duties and responsibilities

- To participate in meetings in an active and constructive way when required to do so .
- To agree with families how personal information will be used, recorded and shared with others within confidentiality policies
- Operate within policy, legal, ethical and professional boundaries when working with families
- To maintain accurate written and electronic records of work undertaken and to record appropriate information
- To maintain up to date knowledge and skills as required by the role
- To alert line manager, Principal/ DSL (as appropriate) of any significant changes or events which affect the implementation of the agreed plan or any issues which may impact upon the child's wellbeing
- To undertake other duties and responsibilities appropriate to the salary grade and the overall purpose and principles of the FSW job
- Have due regard for all Trust policies
- Any other duties commensurate to the role

Currently Line Managed by : Associate Principal of Inclusion



LEO Academy Trust Family Support Worker Person

Job Specification

The panel will assess applications against the following attributes.

Qualifications and training

- English and Maths GCSE at grade A-C or equivalent.
- NVQ Level 3 or equivalent in relevant field e.g. Health, social care, early years, adult education, education, working with parents. (desirable)
- Participation in recent, relevant in-service training (desirable)

Knowledge & Experience

Essential:

- Direct experience of working with families
- Direct experience of working in partnership with schools to support families
- Knowledge of child development and its influence on parent/child relationship in every stage of child's development
- Understanding of child protection policies and procedures and the importance of safeguarding children, young people and vulnerable adults
- Experience of setting appropriate professional boundaries with families
- Experience of engaging parents in community activities
- Knowledge and direct experience of developing and maintaining effective relationships with parents
- Practical experience of working with parents one-to-one and experience of providing support to families in their own home
- Experience of facilitating group work for parents
- Practical knowledge and experience of working with vulnerable families and being aware of any issues a practitioner may face while working with vulnerable families

Desirable:

- Experience of working with families with complex needs who typically find it difficult to engage with services
- Demonstrable experience of sharing information to improve outcomes
- Experience of using the Common Assessment Framework (CAF) to improve outcomes
- Knowledge of Children's Centres /Locality Team's agendas
- Knowledge of additional support services available for families and experience of signposting or referring families to these services
- Experience in supporting families to make positive choices
- Experience of supporting parents in managing children's challenging behaviour



Skills & Attributes

Essential:

- Able to work flexibly to meet demands of the service including some evening and weekend working, if required. To work flexibly in responding to the needs of families as they emerge.
- Able to communicate effectively and concisely and with a range of different Individuals and groups
- Ability to effectively plan and prioritise workload associated with case work
- Ability to travel locally in Cheam and Sutton and occasionally to families who are out of borough
- Ability to engage and motivate resistant and hard to reach families
- Confidence and ability to work alone and prepared to work with families in their own homes
- Committed to improving the outcomes for families.
- Create, maintain and develop relationships with families and professionals and to maintain professional boundaries
- Ability to work effectively with a variety of stakeholders
- Able to keep excellent records of work
- Able to use IT systems
- Committed to improving outcomes for children and their families
- Effective verbal and written communication skills
- Ability to travel

Desirable:

- Bi-Lingual Speaker

Equal Opportunities

Essential:

- Commitment to promoting, implementing and monitoring equal opportunities across all aspects of the school
- Committed to anti-oppressive and anti-discriminatory practice