

| Job Title     | Range   | Duties  | Level A (Entry level)  | Level B (Practising)  | Level C (Accomplished)  |
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| Family Worker | Range 3 | <p>Manage a caseload, working under the direction of a qualified social work practitioner, completing non-statutory assessments, interventions and reviews utilising support from colleagues to progress cases forward, referring decisions regarding risk or significant concern to the line manager as appropriate.</p> <p>Undertake direct work with parents/carers and children, involving both individual, and, if appropriate, group work activities, promoting as paramount the welfare of children and their families. Contribute to, and deliver, effective interventions that promote the engagement of children, parents and families.</p> <p>Motivate and engage children and families to reduce crisis, enabling them to gain greater control and stability in their lives and make informed choices about the health wellbeing and safety of children and families.</p> | <b>Required for this level</b>   | <b>In addition to level A</b>   | <b>In addition to levels A and B</b>  |
|               |         |   | <b>Qualifications</b> <ul style="list-style-type: none"> <li>Four GCSEs to include English and Maths at Grade C or equivalent level 2 qualification</li> <li>Level 2 qualification in a relevant and related field, such as: Children and Young People, Child Protection etc.</li> </ul>   | <b>Qualifications</b> <ul style="list-style-type: none"> <li>Continued professional development – for example, completion of additional training (Positive Behaviour Support (PBS) or DICE training)</li> </ul>   | <b>Qualifications</b> <ul style="list-style-type: none"> <li>Continued professional development – for example, completion of additional training (Advanced Positive Behaviour Support (APBS))</li> </ul>  |
|               |         |   | <b>Knowledge</b> <ul style="list-style-type: none"> <li>An awareness of legislation, policy, and practice developments relevant to children, young people, and their families</li> <li>Awareness of safeguarding procedures for children</li> <li>Knowledge of equality and diversity principles</li> <li>Working knowledge of GDPR</li> </ul> | <b>Knowledge</b> <ul style="list-style-type: none"> <li>Applied understanding of legislation, policy, and practice developments relevant to children, young people, and their families: <ul style="list-style-type: none"> <li>- Children Act 1989</li> <li>- Fostering Regulations (if working within Provider Services)</li> </ul> </li> <li>Applied demonstrable knowledge and understanding of safeguarding procedures and best practice for children and young people</li> <li>Understanding of the Signs of Safety model of practice</li> <li>Understanding of child development</li> <li>Awareness of community resources</li> <li>Awareness of process related to raising safeguarding concerns</li> <li>Developed knowledge of GDPR requirements related to highly sensitive and confidential information about children, young people and their families</li> </ul> | <b>Knowledge</b> <ul style="list-style-type: none"> <li>Applied knowledge and understanding of equality and diversity principles and relevant legislation and obligations: <ul style="list-style-type: none"> <li>- Children Act 1989</li> <li>- Human Rights Act 1998</li> <li>- Working Together 2023</li> </ul> </li> <li>Extensive knowledge in specific service area: CSWT, CYPD, Assessment, CIC</li> <li>Applied and working knowledge of community resources</li> <li>Knowledge and understanding of safeguarding procedures for children.</li> </ul> |
|               |         |   | <b>Experience</b> <ul style="list-style-type: none"> <li>Experience of working with vulnerable children, young people, and families in the public, private or voluntary sector</li> <li>Experience of using digital case management systems</li> </ul>   | <b>Experience</b> <ul style="list-style-type: none"> <li>Experience of undertaking direct work with parents/carers and children and using relevant tools, involving both individual, and, if appropriate, group work activities, promoting as</li> </ul>  | <b>Experience</b> <ul style="list-style-type: none"> <li>Experience of undertaking direct work with children and young people and being able to evidence understanding of the child's lived experience.</li> </ul>  |

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|  |  |  | <ul style="list-style-type: none"> <li>• Experience of evaluating risk to children and assessing measures to reduce risk</li> <li>• Experience of managing casework</li> <li>• Experience of working with multi agency partners</li> </ul>        | <p>paramount the welfare of children and their families</p> <ul style="list-style-type: none"> <li>• Experience of completing non-statutory assessments</li> <li>• Experience of managing casework of varying complexity</li> <li>• Evidence of direct work and use of tools on mosaic including the Graded Care Profile 2 (GCP2), the Exploitation tool kit and the DASH Assessment</li> <li>• Experience of using Mosaic to capture accurate case notes related to direct work with families</li> <li>• Experience of providing information to colleagues to support in the assessment of need and the decision-making process including recording of case notes and child observations</li> <li>• Experience of contributing to making, implementing and reviewing child in need plans and child protection plans</li> <li>• Experience in the application of Signs of Safety</li> <li>• Experience of working in a multi-agency environment working effectively with partner agencies to break down barriers to families engaging with support that leads to positive outcomes</li> <li>• Experience of providing advice and support on practical skills to help carers/families meet the emotional, behavioural, health and educational needs of the child/children in their care</li> <li>• Experience of providing information which could be used as evidence in court</li> </ul> | <ul style="list-style-type: none"> <li>• Developed experience of completing non-statutory assessments, interventions and reviews</li> <li>• Experience of managing complex casework</li> <li>• Proficient use, knowledge and analysis of relevant tools to assist work with children and their families. Including the Exploitation tool kit, the Dash Assessment and GCP2</li> <li>• Knowledge and confidence identifying risk or significant concern about a family to the line manager as appropriate</li> <li>• Developed experience of making observations on the progress of the child plan</li> <li>• Experience of taking a lead role or be a champion in specific area of the work</li> <li>• Experience of acting as a buddy for new staff</li> <li>• Experience of presenting work with families in formal meetings and/or panels, to include court statements as appropriate</li> <li>• Experience of producing reports for a variety of meetings including child protection conferences and child in need reviews, ensuring content is relevant and confidentiality is maintained</li> <li>• Experience of providing video interaction guidance</li> <li>• Experience of attending Multi Agency Risk Assessment Conference (MARAC)</li> <li>• Experience of completing exit reports following intervention</li> </ul> |
|  |  |  | <p><b><u>Skills</u></b></p> <ul style="list-style-type: none"> <li>• Can use Microsoft programmes such as Word, Excel, Teams and Outlook</li> <li>• Ability to work effectively under pressure, managing time and workload effectively</li> </ul> | <p><b><u>Skills</u></b></p> <ul style="list-style-type: none"> <li>• Ability to initiate and develop close working relationships with partners and external agencies</li> <li>• Ability to motivate and engage with children, young people and their families</li> </ul>  | <p><b><u>Skills</u></b></p> <ul style="list-style-type: none"> <li>• Developed skills in critical thinking, reflection and analysis with ability to effectively collect, analyse, and assess children and families' needs and create imaginative responses</li> </ul>  |

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|  |  |  | <ul style="list-style-type: none"> <li>• Ability to build rapport and relationships with children, young people, and their families</li> <li>• Effective communication and interpersonal skills</li> <li>• Ability to write clear and concise reports</li> <li>• Ability to work effectively as part of a team</li> <li>• Ability to appropriately handle confidential and sensitive information</li> </ul> | <ul style="list-style-type: none"> <li>• Ability to develop skills in critical thinking, reflection, and analysis</li> <li>• Ability to effectively contribute to service plan objectives and targets</li> <li>• Ability to maintain accurate and up to date records in line with GDPR legislation</li> <li>• Proficient use of mosaic to promote effective case management and demonstrate skill in writing to a child and capturing accurate case notes</li> <li>• Ability to work with a non-resident parent and hard to engage families</li> <li>• Contribute to case discussions using signs of safety</li> <li>• Can contribute and participate in purposeful supervision to ensure reflective discussions and management of workload</li> <li>• Ability to gather evidence through and effectively use observations to support a Parenting Assessment</li> </ul> | <ul style="list-style-type: none"> <li>• Ability to maintain a personal awareness of legislation regarding child care law and criminal law, as well as departmental and corporate policies and procedures, acting in line with these to ensure consistency and a high quality of service delivery across the directorate</li> <li>• Demonstrable skills in making relevant referrals to charities, partner agencies and other stakeholders.</li> <li>• Can use research to support analysis and findings in case notes, reports and in signs of safety mapping meetings</li> <li>• Can present summary of work completed in formal meetings and panels such as supervision, child in need meetings, signs of safety mapping meetings</li> <li>• Can effectively and independently manage case load and work well under pressure</li> </ul> |
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