

Job Description

DIRECTORATE:	Social Services & Wellbeing
DIRECTORATE:	Family Support Services/Edge of Care Services
POST:	Family Support Worker – Baby in Mind
GRADE OF POST:	GR07
RESPONSIBLE TO:	Senior Family Support Worker

JOB PURPOSE:

To work with parents of unborn children and their family's pre and post birth intensively to prevent babies becoming looked after. The interventions shall be delivered in line with Welsh Government guidance linked to the IFSS model. The approach to the work will need to be mornings, evenings and/or weekends.

PRINCIPAL RESPONSIBILITIES AND ACTIVITIES:

- To work specifically with parents of unborn babies and post birth who are at risk of becoming Looked After by the local authority.
- To work mornings, evenings and weekends where required to ensure family need is met consistently.
- To be able to respond to crisis in a calm and effective manner. The ability to mediate will be highly important.
- Deliver tailored evidence based interventions for unborn and post birth babies and their families: intensively on a 1-1 basis and in a group setting.
- Work within a co-located multi-agency team communicating and co-ordinating with partners in response to identified need.
- Focus on reducing risk and increasing the protective factors associated with babies remaining within their family network.
- Work from a strengths based empowerment model to assist family members to gain or re-gain positive control over their own lives.
- Maintain accurate, up to date, and relevant case recordings and other records as specified in departmental guidance and procedures.
- Use agreed pre and post intervention measures and service user feedback to facilitate robust evaluation of outcome and inform future service delivery.
- Prepare and present reports and records to a high standard within agreed timescales.
- Participate in management/reflective practice supervision and appraisal and being actively prepared to do so.
- Contribute to service and team development through team meetings, practice forum and other organisational events.



GENERAL DUTIES

Health and Safety

To fulfil the general and specific roles and responsibilities detailed in the [Health and Safety Policy](#)

Equal Opportunities

To ensure that all activities are operated in accordance with Equal Opportunities legislation and best practice.

Safeguarding

Protecting children, young people or adults at risk is a core responsibility of all employees. Any concerns should be reported to the Adult Safeguarding and Quality Team or IAA and Safeguarding Team.

Review and Right to Vary

This Job Description is as currently applies and will be reviewed regularly. You may be required to undertake other tasks that can be reasonably assigned to you, including development activities, which are within your capability and grade.

Criminal Records Check

This post requires a criminal records check through the Disclosure & Barring Service (DBS).

Person Specification

Family Support Worker – Baby in Mind

The following attributes represent the range of skills, abilities, and experiences etc. relevant to this position. Applicants are expected to meet the attributes that have been identified as essential.

Attributes	Requirements	Essential	Method of Evaluation/Testing
Qualifications, Education & Training	Level 3 NVQ or equivalent Health and Social Care qualification or the ability to demonstrate competence through experience.	Yes	Production of original Qualification Certificates and application form.
Knowledge & Experience	- Experience of working in the health, social care or voluntary sector with children and families who are known to social service departments. - A working knowledge and understanding of the legislative and regulatory framework underpinning work with children and their families including child and vulnerable adult protection procedures and practices including the Looked After System. - Experience of evidence-based working with unborn and post birth babies and their families and/or delivering programmes linked to early years and child development. - Experience of building constructive working relationships based on trust and respect within professional boundaries.	Yes Yes Yes	Interview, application form and selection process.

Attributes	Requirements	Essential	Method of Evaluation/Testing
Skills & Personal Qualities	• A commitment to continued learning and development in applying evidence based child and family practices • To respond to crisis in a timely and effective manner with the ability to manage and deal with sensitive and emotionally challenging scenarios. • The ability to assertively and creatively engage family members who may be resistant or difficult to reach. • The ability to support families to identify areas for change and implement strategies to improve outcomes and build resilience. • Able to work effectively and independently within a multi-agency team, share information appropriately and co-work as indicated with colleagues from a range of a range of backgrounds and disciplines. • Able to manage variable and competing demands and significant levels of pressure. • Ability to analyse information and communicate clearly both verbally and in writing. • Ability to work from strengths-based, anti-discriminatory perspective. • Ability to operate in a highly flexible manner, working mornings, evenings and weekends as required by the needs of the service. • Good IT and organisational skills. • Applicants need to hold a full valid UK driving licence and be willing to use own vehicle on official business journeys. • Ability to communicate in the medium of welsh.	Yes Yes Yes Yes	Interview, application form and selection process.