



# Early Help Practitioner

Scale point: 27-30 | Based in Kingston and Richmond | Permanent

## About the service

AfC Early Help includes a range of universal, targeted and statutory services alongside commissioned services. The following services form AfC Early Help: Youth Services, Children's Centres, Parenting programmes, Strengthening Families plus team, Family Support Service, Education Welfare Service and Youth Resilience Services that include edge of care, Youth Offending and Health and Wellbeing Services. AfC Early Help offer is based on a strong evidence best practice and is underpinned by the assessment of need and locality model of working. Our ambition is to have a strong localised Early Help system that is well designed and led, enabled by effective partnership working, evidence based practice, is aligned to our practice model, receives local investment and commissioning across our partnerships.

## About the role

The post holder will be responsible for managing a caseload supporting children, young people and families with a range of needs and risks and will provide support to children, young people and their families within the designated geographical area of either Richmond or Kingston.

The main purpose of the role is to provide early help family support interventions to prevent children and young people from requiring more specialist services, including going into care. The role will act as lead professional and coordinate and identify the most appropriate multi-agency partnerships that will achieve the best possible outcome for children and young people (team around the child). By undertaking effective assessments of children and families needs using our assessment framework, the post holder will prepare high quality SMART care plans in partnership with children, young people and families using our preferred practice model. All assessments and interventions will be recorded using our case management system. Positive changes, independence, reduced risk factors and feedback from children, young people and families are examples of effective outcomes and successes required within this role.

In all roles across AfC the post holders will be expected to develop and support a culture of partnership and innovation, so that services are child focussed, flexible and adaptable. The whole organisation should learn from mistakes, share knowledge and challenge existing practice.

# About you: our role specification

## Qualifications

- Educated at level 4 or above professional qualification in a relevant discipline (e.g Children and Youth, Social Care, Education)
- Evidence of continuing professional development

## Skills and experience

- Experience of working with children, young people and their parents/families with safeguarding issues and additional needs.
- Experience in the delivery of group work programmes with parents/families.
- Experience of working within an integrated working environment, including completing assessments and working with a range of multi-agency providers.
- Experience of effective recording, monitoring and evaluation of interventions using a wide range of tools and Management Information Systems.
- Appropriate understanding of developing and implementing effective interventions to vulnerable children and families that achieve sustainable positive outcomes.
- Strong awareness of statutory legislation, policy, guidance and procedures in relation to functional responsibilities.
- Experience of using ICT to communicate, manage data and present ideas to inform or influence others.
- Experience of addressing specific equality or diversity issues within your practice with colleagues/service users and taking action to solve them.

## Personal attributes

- A passion for Achieving for Children's vision, mission and values (trust, value, respect) to support children and young people to live safe, happy, healthy and successful lives.
- Able to use a range of digital hardware or software to support your work effectively i.e. microsoft or Google software.
- Strong organisational abilities including: time management, creative-thinking, problem-solving and multitasking.
- Able to work flexibly and independently with limited management oversight.
- Personal determination, drive, energy and ambition to achieve challenging objectives, celebrate success and deliver excellent outcomes for children using a strength based approach.
- Commitment to resource-sharing and collaborative working within Achieving for Children and across organisational boundaries in the best interests of children and families.
- Good communication and interpersonal skills that are open, honest, persuasive and pragmatic, including excellent negotiation and influencing skills.

*The post holder will be expected to undertake other duties commensurate with the grade of the post, including deputising or working flexibly across the week to meet the business demands. This job profile is provided for guidance only.*

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