



achieving
for children



Disabled Children's Family Support Worker

Scale point: 23-26 | Based in Kingston and Richmond | Permanent | Full time

About the service

The Disabled Children's Family Support Team sits within Children's Social Care's Identification and Assessment division. The team is based in Moor Lane, Chessington and covers the boroughs of Richmond and Kingston. The team work with children and young people up to the age of 18 years old who are significantly and profoundly disabled and focus their work on a number of different areas including; -Care planning and short break planning for children and young people with additional needs, including reviews and Long term family support services.

The Disabled Children's Service consists of the Social Work team, Family Support Team and Social Care Occupational Therapy team. These all sit under the same Head of Service and work very closely together - being co-located also assists in close joint working and support for one another's roles. AfC offers a flexible approach to working. The service is located in the same building as the Kingston Health colleagues, which includes paediatricians, physiotherapists, speech and language therapists, emotional health support workers and nurses. We have very strong links with our community teams also, which include the Richmond equivalent already mentioned, CAMHS and school nursing. These relationships are vital in ensuring a good quality service to the children and young people we work with and allow for a good development in understanding of one another's roles and responsibilities. There are regular CPD sessions held within the organisation which support effective learning from one another which the post holder can attend if they wish.

About the role

The family support worker will be allocated children with a wide variety of disabilities who are accessing a package of support which has been assessed as suitable for their current needs. It is expected that these packages and the needs of each child and young person will be regularly reviewed in order to ensure what they receive continues to meet their and their families needs. The worker will drive progress for the child within their plan; liaise with the professional network and coordinate and chair meetings such as Team around the Child meetings and participate in other relevant forums such as Education and Health meetings where required.

About you: our role specification

Qualifications:

- Educated to GCSE or equivalent
- A levels (desirable)
- Relevant qualification related to working with children and families - (desirable)

Skills and experience

- Experience of working with and supporting children and young people with a range of disabilities in a family support capacity or a role with transferable skills.
- Experience of undertaking assessments with children and young people with their families and person-centred needs planning for children and young people.
- Experience of multi-agency working and developing and applying effective mechanisms to engage professionals in service delivery and support.
- Ability to work with children and young people who have disabilities and their families to understand their needs and the impact of the disabilities on family life.
- Excellent communication skills with children and adults, some of whom may have alternative methods of communication.
- Ability to directly work confidently with children and young people with a wide range of disabilities.
- Confidence in chairing meetings, progressing plans and taking a lead in advocating for children.
- Experience in understanding what is meant by 'safeguarding children' and the ability to recognise risk factors and consult with managers where appropriate.
- Ability to maintain record keeping accurately and write reports to a high quality standard.
- 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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