## Job title: Intensive Support Family Practitioner

### What we value at Westminster

Westminster City Council believes in creating a City for All where people are born into a supportive and safe environment, grow and learn throughout their lives, build fantastic careers in world-leading industries, have access to high quality, affordable homes and retire into the community with dignity and pride.

We work together to adapt to the changing needs of our communities – resulting in a dynamic atmosphere where ambition, diversity and creativity are celebrated.

### Our culture

At Westminster we have a culture of openness, transparency and integrity – where everyone has the opportunity to thrive and develop to be the very best.

The Westminster Way is the council’s commitment to our staff and is underpinned by three pillars:

- **Personal development**: Everyone has talent. We want everyone to thrive at Westminster and so we take the time to nurture talent – coaching and mentoring our people to be the very best.

- **Value our people and diversity**: Everyone is valued. We embrace our differences, to bring new perspectives to the future challenges of our city.

- **The Westminster Way of working**: Everyone is a leader. At Westminster we encourage everyone to develop themselves to have a growth mindset and an outward looking approach to provide the best service to our residents, businesses and visitors. We champion modern and agile working and an open and transparent outlook to the way we work.

In order to do the very best for our communities, we believe that our workforce should be representative of the people we work on behalf of, our residents. That’s why at Westminster we celebrate and embrace our differences.

We are passionate about creating a workplace where all can thrive, and where every single person has the opportunity to develop, grow and to be valued for their contribution.
The Intensive Support Team (IST) is a specialist Edge of Care (EOC) and Complex Cases team that sits within the Early Help Service.

The Intensive Support Team aims to:

- Reduce the number of children who are taken into care;
- Reduce the number of young people engaging in crime;
- Reduce re-referrals into social care services;
- Increase school attendance;
- Create strong and resilient parents, who are able to understand, positively communicate and have fun with, and appropriately relate and respond to, their children;
- Promote and contribute to increased parent employability as a vital way of improving outcomes for children in all of the areas above.

Successful applicants will be trained in the following IST interventions:

- Trauma Informed Mapping Exercise (TIME);
- Outcome measures including Trauma Symptoms Checklist for Children and Young People (TSCCYP) and the Strengths and Difficulties Questionnaires (SDQs);
- Family Care Plan;
- Psycho education;
- Child Young person assessment using TEEN TALK Assessment tools;
- Risk Assessment / Risk Management plans;
- Child TAF Plus / Therapeutic Life Story Work;
- Compassion Focused Therapy (CFT);
- Theraplay – Attachment Informed Games and Activities;
- Non-Violent Resistance (NVR);
- Circle of Security / Triple P parenting support programmes;
- Family Therapy / Family Meetings;
- Mindfulness;

The teams’ staffing complement consists of a Manager, 5 Family Practitioners and a Clinical Psychologist / Systemic Practitioner.

Budget Responsibilities -

Staffing £

Procurement £

Other £
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<tr>
<th>What do we expect this role to achieve?</th>
<th>Specific Purpose of current role</th>
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<tr>
<td>- The primary aim of the work will be to provide an attachment &amp; trauma informed and compassion focused service that reduces the risk of children and young people from becoming Looked After Children (LAC);</td>
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<td>- We achieve by developing mutually respectful relationships with the parents / carers and by empowering them with the knowledge to understand the underlying causes of their children’s ‘behaviours and the opportunity to develop the skills to repair ruptures to relationships and to meet their children’s emotional needs;</td>
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<td>- You will be responsible for a manageable caseload and for facilitating parents to understand and appropriately respond to their children’s ‘challenging behaviours;’</td>
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<td>- A key aspect of this role will be to visit families in their homes. This may involve working irregular hours, overcoming ‘resistance’ and supporting families to make lasting changes to stay together;</td>
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<td>- You will deliver timely and intensive (up to three sessions per week per family) evidenced based interventions to families who often present with complex issues and disadvantage;</td>
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<td>- You will be primarily responsible for engaging with families, who have a child ranging from 10-18 years of age however you will also need to be able to understand and respond to the needs of any younger children in the family;</td>
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<td>- This role will involve some flexible working hours (some evenings and weekends) to meet the needs of the clients;</td>
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<td>- You will be responsible for a manageable caseload and will provide an intensive, creative and flexible approach to engaging these families to affect a positive impact on a range of outcomes such as improving their life chances;</td>
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<td>- You will work in a multi-disciplinary way, working closely with partner agencies including education, housing, CAMHS, health, family services, police, and youth offending services to develop a multi-agency approach to support each family;</td>
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<td>- You will work in a systemic way and be supported to embed systemic thinking into your practice;</td>
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<td>- You will work directly with families from diverse backgrounds, through one to one work, parenting work, whole family therapy and group work;</td>
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<td>- You will use appropriate assessment tools to assess and manage risk and plan and review your work with families;</td>
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<td>- You will record your work on the designated database in a timely and accurate way;</td>
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<td>- You will act as Lead Professional for the families you are working with as appropriate;</td>
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<tr>
<td>- You will be responsible for preparing and facilitating TAF Plus (Trauma Informed Mapping Exercise (TIME)) meetings, and additional family meetings as required ensuring that they are timely and inclusive;</td>
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- Produce the TAF Plus and other reports as required in an appropriate format, to deadline;
- You will actively involve families in the formulation of their plans and the evaluation and development of the services offered;
- To provide an ethical and culturally sensitive service ensuring that anti-discriminatory practice and equality of opportunity is promoted in all aspects of the service; to offer specific interventions tailored to meet diverse needs;
- Any other duties commensurate with post level.

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<th>Band/Salary range</th>
<th>Band 3: £31,635 - £37,629</th>
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<th>Work style</th>
<th>Agile</th>
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**Your manager & team**

- Reports to
  - Gavin Barker - Service Manager Intensive Support

- Direct Reports:
  - N/A

**Experience**

This role requires either the experience outlined below or the capacity to absorb and apply the knowledge gained from our in-house training programme.

- Experience working with ‘at risk’ children, young people or families (ideally but not exclusively in their homes) who present with multiple problems and with families who find it difficult to engage with services;
- Experience of working with children and families from diverse cultural backgrounds;
- Experience of undertaking individual and or family need assessments and assessing and managing risk;
- Experience of direct work with families or experience of working in an educational context;
- Experience of working in partnership with families and schools;
- Experience of involving service users in the design / co-construction of services;
- Knowledge and understanding of policy and guidance, legislation and best practice in relation to children’s services;
- Knowledge and understanding of health and safety and safeguarding children, young people and vulnerable adults.
| Skills | • Skilled at using all Microsoft office applications;  
| | • Passionate and enthusiastic about empowering families with the knowledge and skills to make a difference to their own lives and to achieve their full potential;  
| | • Able and willing to robustly advocate for the rights of our service users and understanding when appropriate to do so;  
| | • Skilled at planning and organising workload and managing work life balance;  
| | • Skilled at ensuring appropriate professional boundaries;  
| | • Skilled at developing mutually trusting and respectful relationships with both colleagues and service users;  
| | • Skilled and comfortable using the PACE approach – (playfulness, acceptance, curiosity, empathy);  
| | • Comfortable and able to talk with young people about sex education, drugs and alcohol and child sexual exploitation (CSE);  
| | • This post requires a high level of listening and all-round communication skills;  
| | • Skilled at engaging children, young people and adults from diverse cultural backgrounds.  
| Qualifications: | • A degree level / professional qualification; or  
| | • A level 4 qualification in safeguarding, early years, social care, health, youth work or related field; or  
| | • No formal qualifications but significant evidence of working in a children’s services related environment where the equivalent level of skill and capacity has been demonstrated;  
| | • A clear commitment to continued professional development;  
| Corporate standards | • Resources / Financial management  
| | We expect you to manage delegated budgets, funding and resources in line with our processes and our Westminster Way  
| | • Values and behaviours  
| | Our values and behaviours are at the heart of everything we do. We expect you to work in this Westminster Way empowering, engaging and encouraging your teammates to deliver our corporate vision.  
| | • Compliance  
| | We expect you to ensure legal, regulatory and policy compliance in area of your specialism, identifying opportunities and risks and escalate/report where appropriate.  
| | • Equality and diversity  
| | We value equality and diversity as a city council and we want you to support and promote this in your day-to-day work.  
| Additional values and behaviours for Managers | • Role model the Westminster Way:  
| | o Demonstrate inclusive leadership  
| | o Take the lead in driving initiatives  
| | o Be proactive in being forward and outward looking, by regularly investing in own development.  
| People and Service Management |  

| | • Driving forward performance by empowering staff to take the lead. Setting high standards, encouraging improvement and innovation. Supporting the team to achieve by adopting a coaching style of management  
• Having regular employee led conversations to develop our people – creating a safe environment for learning, taking time to understand their strengths and motivations, stretching them and coaching them to achieve.  
• Managing budgets responsibly – planning, monitoring and adapting budgets to respond to changing priorities.  
• Delivering the Medium Term Plan  
• Working within the democratic framework - understanding the democratic process and its role in public organisations, anticipating Member needs and responding to their feedback. |