

JOB DESCRIPTION

Job Title	Family Intervention Worker – Children with Disabilities		
Directorate	Children, Families & Education		
Reporting to	Team Leader		
Grade	12		
Evaluation ref:	AG0901	Job Family ref:	
Role Purpose			
The Family Intervention Worker – Children with Disabilities plays a vital role in delivering intensive, tailored support to disabled children and their families whose needs are assessed at Level 3 within Somerset Council's Effective Support for Children framework. Working in agreement with the Team Leader, the role focuses on undertaking direct, purposeful intervention that strengthens family functioning, helps parents and carers build confidence, and enables them to better meet their children's needs within home and community environments. Central to the role is the application of the Think Family Approach, ensuring that assessments and interventions consider the needs of the whole family and are coordinated through the Team Around the Child/Family process. The post holder is responsible for developing holistic intervention plans, assessing strengths and needs, and coordinating multi-agency support to achieve clearly defined outcomes. Working with a high level of autonomy, the role requires proactive engagement, effective risk management, and the ability to support families through complex and sometimes challenging circumstances. The Family Intervention Worker also promotes inclusion and participation for children with disabilities, delivers targeted programmes for families, and maintains accurate, timely records in line with statutory and organisational expectations. Through collaborative partnership working, continuous professional development, and a strong commitment to safeguarding, the role contributes to improving outcomes and enhancing the wellbeing of children, young people, and their families.			
Accountabilities			
Take case responsibility for a number of children, young people, and their families who have complex support needs (level 3). Work directly and intensively with a significant degree of autonomy, working in partnership with parents and carers to encourage and empower them to participate as fully as possible in the care of their children and enable them to meet the needs of their family in Community based settings, in their homes or in Children's Centres. a) Ensure the implementation of the SCC Think Family Approach throughout all assessment and intervention activity; liaise with other agencies and practitioners as required to ensure the needs of the whole family are reviewed using the Team Around the Child/Family Process.			

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- b) Assess the child and family's strengths and needs to produce a holistic, intervention plan detailing the specialist support services which will be provided. Agree the plan with the child and their family/carer; implement, monitor, and review action plans with individual children, young people, and their families setting clear outcomes. Make recommendations for adjustment as considered appropriate.
- c) Agree with parents/carers and partner agencies the aims, purpose, and outcomes of the work with families.
- d) Organise and arrange multi-agency meeting's (TAC/Family) to ensure plans and actions are reviewed and developed appropriately, working with staff from a variety of agencies and the family to monitor progress, effectiveness of support and evaluate interventions.
- e) Monitor and manage appropriately any risks to or from children as part of direct work undertaken and escalate such risks to the line manger where necessary, recording, writing, and presenting reports relating to child protection, childcare proceedings, and court appearances as appropriate in consultation with line manager.
- f) Integrate children, young people with disabilities sensitively and positively into the service, promoting participation in a range of quality activities.
- g) Use persistent and proactive interventions when working with parents/carers of children and young people with disabilities to enable positive changes in their lives.
- h) Have an awareness of services in the community and signpost as appropriate to these or other specialist services to ensure that the needs of children, young people, and their families are met.

Build upon existing knowledge and practice with research and training to develop individual skills. Develop and maintain professional competence as a Family Intervention Worker - CWD.

Working Relationships

Develop a multi-agency approach by building working relationships with other professional agencies, practitioners and community-based services and working together with them in the assessment and support of children, young people, and their families, appraising and evaluating new approaches and embedding improvements in service delivery.

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Record Keeping

Undertake comprehensive record keeping using the electronic case management system LCS CWD Episode. Record assessments, interventions and relevant contacts using the LCS CWD Episode framework in accordance with the SCC Data Protection and Information Sharing policies. Write reports in relation to the effectiveness of assessment and intervention packages to contribute to meetings concerning or involving children, young people, and their families.

Training

Undertake specialist training as required to deliver specific interventions to children and their parents/carers, contribute to team learning and training for partner agencies.

Course Delivery

Accept responsibility for delivering courses for targeted families with level 3 complex needs such as Tuning into Kids/Teens, Overcoming Abuse, or Becoming Respectful, Autism Awareness, Inclusive Communication, and deliver bespoke strategies and resource as required; or other areas of work as directed by senior management.

Personal Development

Update own knowledge of best practice and gain new skills by participating in workshops, networking, attending training sessions and sharing expertise acquired with staff colleagues.

Compliance

Be aware of and work within the legal framework, Health and Safety framework, policies, procedures, ethical and professional boundaries, guidelines, and legislation.

Meeting Attendance

Participate in regular supervision, annual appraisal, staff meetings, as well as community or parent events.

Other duties

Undertake any other duties commensurate with the post as the programme develops, as required by the Team Leader.

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Knowledge / Experience / Skills		
	Essential	Desirable
Knowledge		
Demonstrate knowledge and understanding of child development and family relationships.	X	
Able to promote equality, diversity and the interests of service users and carers.	X	
Demonstrates a commitment to safeguarding and promoting the welfare of children and vulnerable adults.	X	
Have knowledge of external resources, data, and community services to support children and their families.	X	
Broad working knowledge of Social Care.		X
Awareness and understanding of rights of users and carers and the principles embodied within the Code of Practice for Social Care Workers.		X
Awareness of relevant legislation.		X
Knowledge of services and legislation relevant to users and carers' needs and circumstances.		X
Experience		
Some experience of social care, but not necessarily in paid employment.	X	
Experience of working with children and young people.	X	
Contributes to induction of new Family Intervention Workers.	X	
Experience of working as part of a team.		X
Clerical or administrative experience.		X
Experience of working with children who have a disability.		X
Experience of working with children who have behavioural or emotional difficulties.		X
Qualifications / Registrations / Certifications		
Literate and numerate to GCSE level A-C/Level 4 or equivalent.	X	
Skills		
Able to produce basic correspondence, oral and written reports and records that are legible, accurate and easily understood.	X	
Ability to speak fluent English as stated in Part 7 of the Immigration Act (2016).	X	

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Demonstrates empathy with client group and understanding and respect for individual needs.	X	
Demonstrates ability to prioritise work and organise competing demands.	X	
An excellent telephone manner and good listening and assessment skills.	X	
Able to develop professional relationships with a range of clients and colleagues.	X	
Working Conditions		
Regular travelling and able to travel countywide, including travel outside standard work hours and to areas that are not currently serviced by public transport.		
Dimensions of the role		
Family Intervention Workers will work with and maintain a range of close contacts and relationships with children and young people who are disabled, and their families identified as level 3. Work closely with the Team Around the School regarding the effective identification of needs, assessment, and evaluation of interventions. Liaise with Children's Social Care regarding the step up and step down of cases. Maintain working relationships with care professionals, voluntary bodies and other agencies relating to client needs. Work with partners as required to plan and evaluate interventions and to develop practice based on feedback from children, young people and their families and lessons learned. Receive and pass information to professionals to offer appropriate advice and guidance to children, young people, and their families relating to the provision of support and care. The role will be supervised at least once monthly by the relevant Team Leader within the team. Receive frequent collaborative contact with Children's Social Workers, Education and Health Professions and all professionals involved around a child and their family, contributing to the monitoring of welfare and outcomes as required. Work with disabled children and young people, and their families of varying abilities and needs, who on occasions can be distressed or difficult. There will be a clear expectation these situations will be dealt with in professional manner in accordance with guidelines and procedures. Expected to undertake their duties by working with children, young people, and families at level 3 with multiple and complex needs. Support the Team Leader and Professional Practitioners in delivering best value for money in organising services, including case allocation, diary management and their own travel costs.		

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Working Arrangements
Hybrid working available.
Corporate Accountabilities
Understand, uphold, and promote the aims of the council's equality, diversity, and inclusion policies; health, safety and wellbeing of self and others; and Organisational values in everything you do. Equality and Diversity practice covers both interaction with staff, service users and communities and includes challenging discrimination and promoting equality of opportunity for all.

Date: