

Job Description

Section A: Job Profile

The job profile outlines key information relating to the salary and working conditions e.g., location of a job, along with the current focus of the role and a brief description of the main duties.

Job Details

Job Title:	Family Bridges Practitioner
Salary:	£33,366 to £36,124 per annum
Grade:	9
Hours:	Fixed term for two years 37 hours to include some flexi evening/weekend work.
Team:	Family Help
Service Area:	Children's Services
Primary Location:	<i>County Hall, Oxford OX1 1ND with Countywide working</i> This is a community-based county wide post and the successful candidate will need to have access to a car and be required to work across Oxfordshire. <i>Please note we are actively looking at our ways of working using everything we have learnt and heard from our people about the organisational and personal benefits of agile working. What you can absolutely expect from working at Oxfordshire County Council (OCC) is that you will have the support to do your job and deliver great results, wherever you are based. Each role at OCC is different and we know the needs of individuals are also varied, and so our approach to where and how often we would like to see you in person will be taken depending on the requirements of the role and in collaboration with you as part of the recruitment process</i>
Budget responsibility:	None
Responsible to:	Team Manager
Responsible for:	No supervisory responsibilities
Political Restricted Post:	No

Job Purpose

A brief overview of the key objectives of the job:

- Responsible to provide "Wrap around" support to families at times of need to offer practical, nurturing support with focus on de-escalating family situations and preventing family breakdown resulting in the accommodation of children.

- Reparation of familial relationships and resilience building by deescalating highly emotional situations by understanding issues within the family. Offer support to help move the family forward. Preventing the same situation from occurring again by working closely with the families intensively and regularly.
- Provide support into positive community assets to prevent escalation of family needs and risk around a young person. This is about supporting the young person to build independence and positive routines which will support the young person's well-being.
- The post holder will use solution-based approaches to help the parent / carers and the child / young person understand their responsiveness to situations to break the cycle of repetitive behaviour.
- Valuing the strengths of multi-agency working to support families where challenges could result in the accommodation of children across the age range.
- Priority access to the mobilisation of support from council services such as Family Group Conference, Clinical team support, youth resources, EH parenting programs, consultations/interventions with AFP and be restorative and systemic as its intrinsic ethos.
- To be trained in and deliver the 'Lighthouse programme' – a Mentalization based parenting programme.

Job Responsibilities

This is a bullet point list of the main duties or tasks that the post holder will be expected to undertake.

1. To work alongside the allocated worker for a family at times of need, where the family are considered as needing an immediate response to avoid a family breakdown where child/children are unnecessarily brought into Local Authority care.
2. To work in an integrated way with the wider Family Help, Statutory Services and universal and community partners as part of joint planned approach as an early intervention to prevent breakdown of relationships and care.
3. To prepare for, attend and contribute to the casework supervision of the family, providing feedback to the allocated worker and their manager so that the action plans reflect the needs and capacity of the parent.
4. Undertake visits to the home/community as required. This will require the post holder to commute to sites on need basis and at times out of normal office hours.
5. To undertake direct work with children and young people to ascertain their views and help them make sense of their situation with an aim of repairing relationships.
6. To listen to parents/carers talk about their challenges. Provide practical and immediate advice to de escalate the situation with an aim of repairing relationships.
7. Work alongside parents/carers to prevent a sense of rejection, operating from a trauma informed approach based on resolution
8. To share with parents/carers the range of services/supports which would be able to assist (examples include, family group conference, youth services)
9. To develop community knowledge and links to cross sector partners to ensure ongoing resilience and support. Champion for the rights of children and the courage to tackle inequality on their behalf

10. Adopting an approach where children can be supported across extended family and friends networks in order to remain part of their communities. Staying close, staying safe and always being ambitious and aspirational.
11. To write accurately and succinctly about the lived experience of children and their families so that relationships are understood, intervention plans are clear and outcomes are focused. Where a child or family later in life has a clear and accountable relationship record. Produce high quality and accurate reports to their manager, and other professionals involved with the families.

Health and Safety

You have specific responsibilities under Health & Safety legislation to ensure that you:

- Take reasonable care for your own health and safety, and that of others affected by what you do, or do not do.
- Cooperate on all issues involving health and safety.
- Use work items provided for you correctly, in accordance with training and instructions.
- Do not interfere with or misuse anything provided for your health, safety or welfare.
- Report any health and safety concerns to your line manager as soon as practicable.

Our Values

Our organisational values underpin everything we do and say and are supported by policies, processes and guidance. In short, our values describe 'the way we do things here' so that we deliver great services for our residents. Our values are:

- Always learning
- Be kind and care
- Equality and integrity in all we do
- Taking responsibility
- Daring to do it differently

Everyone that works for us demonstrates their commitment to these values. We will ask you to demonstrate your commitment to these values, and their associated behaviours, throughout the application process.

Section B: Selection Criteria/Person Specification

This section provides a list of essential and desirable criteria that detail the skills, knowledge, behaviours, qualifications and experience that a candidate should have to perform the job.

Each of the criteria listed below, and your commitment to our values, will be measured through the application form/CV (A) and optionally one or more of the following - a test / exercise (T), an interview (I), a presentation (P) or documentation (D). You must provide a supporting statement as part of your application which includes examples and evidence of when you have demonstrated the criteria listed below.

Essential Criteria	Assessed By:
To be able to work independently in the community, family homes and other environments as required. Ability to work evenings/weekends as required by the service	A, I, D

Ability to provide advice in a sensitive and respectful manner, promoting a level of safeguarding appropriate to the needs of the child.	A, I, D
Experience of working with family systems where children have emotional, Behavioral, social and developmental difficulties. Experience of dealing effectively with difficult inter-personal situations.	A, I, D
Experience of providing services to children and/or their families with complex needs and working with families where concerns relating to parenting and child welfare have been identified.	A, I, D
An understanding of the impact of abuse, social deprivation and disadvantage on children, young people and their families. Knowledge and understanding of the application of safeguarding principles	A, I, D
Good Mediation, negotiation and communication skills	I
Ability to be flexible in availability and willing to work at short notice.	A, I
Ability to proactively create, maintain and promote a strong network of connections and effective working with children, their families / carers, other professionals and agencies. Ability to liaise effectively with other professionals/ organisations.	A, I, D
Awareness of the physical/emotional and social needs of children and young and a demonstratable understanding of the impact the caring role can have.	A, I
Ability to safely transport children and families to venues across the county.	A, I
Resilience to deal with complex and challenging situations and seek appropriate support from line manager. Strong co working skills as well as the ability to use initiative in the moment.	I
Ability to work in an inclusive/ non-discriminatory manner.	I
Ability to use IT systems	A, D
Desirable Criteria	Assessed By:
Working knowledge of the role of children's services	A, I, D
A demonstratable understanding of family turbulence and the impact this can have on children's physical, emotional and mental health	A, I, D
Experience of working in a team	A, I, D
Experience of working alongside other organisations when working towards the same outcome	A, I, D
Experience in diffusing emotionally heightened situations	A, I, D

Section C: Pre-employment Checks

All appointments are subject to standard pre-employment screening. This will include identity, references, proof of right to work in the UK, medical clearance and verification of certificates. Further information can be found here [Pre-employment checks](#)

Additional pre employment checks specific to this role are identified below (those ticked).

<input checked="" type="checkbox"/>	Enhanced Disclosure and Barring Service check with Children's and Adults Barred List	<input type="checkbox"/>	Enhanced Disclosure and Barring Service check without an Adult/Children's barred list check
<input type="checkbox"/>	Enhanced Disclosure and Barring Service check with Children's Barred List	<input type="checkbox"/>	Enhanced Disclosure and Barring Service check with Adults Barred List
<input type="checkbox"/>	Standard Disclosure and Barring Service check	<input type="checkbox"/>	Basic Disclosure
<input type="checkbox"/>	Disqualification for Caring for Children (Education)	<input type="checkbox"/>	Overseas Criminal Record Checks
<input type="checkbox"/>	Prohibition from Teaching	<input type="checkbox"/>	Professional Registration
<input type="checkbox"/>	Non police personnel vetting	<input type="checkbox"/>	Disqualification from Caring
<input type="checkbox"/>	Other (please specify):		

Section D: Working Conditions

This is a guide to the working conditions and the potential hazards and risks that may be faced by the post-holder.

Health and Safety at Work

You are responsible for your own health, safety and wellbeing, and undertaking health and safety duties and responsibilities for your role as specified within Oxfordshire County Councils Health and Safety Policy.

The potential significant hazard(s) and risk(s) for this job are identified below (those ticked).

<input type="checkbox"/>	Provision of personal care on a regular basis	<input type="checkbox"/>	Driving HGV or LGV for work
<input type="checkbox"/>	Regular manual handling (which includes assisting, manoeuvring, pushing and pulling) of people (including pupils) or objects	<input type="checkbox"/>	Any other frequent driving or prolonged driving at work activities (e.g. long journeys driving own private vehicle or a council vehicle for work purposes)
<input type="checkbox"/>	Working at height/ using ladders on a regular/ repetitive basis	<input type="checkbox"/>	Restricted postural change – prolonged sitting
<input checked="" type="checkbox"/>	Lone working on a regular basis	<input type="checkbox"/>	Restricted postural change – prolonged standing

<input checked="" type="checkbox"/>	Night work	<input type="checkbox"/>	Regular/repetitive bending/ squatting/ kneeling/crouching
<input checked="" type="checkbox"/>	Rotating shift work	<input type="checkbox"/>	Manual cleaning/ domestic duties
<input type="checkbox"/>	Working on/ or near a road	<input type="checkbox"/>	Regular work outdoors
<input type="checkbox"/>	Significant use of computers (display screen equipment)	<input checked="" type="checkbox"/>	Work with vulnerable children or vulnerable adults
<input type="checkbox"/>	Undertaking repetitive tasks	<input checked="" type="checkbox"/>	Working with challenging behaviours
<input type="checkbox"/>	Continual telephone use (call centres)	<input type="checkbox"/>	Regular work with skin irritants/ allergens
<input type="checkbox"/>	Work requiring hearing protection (exposure to noise above action levels)	<input type="checkbox"/>	Regular work with respiratory irritants/ allergens (exposure to dust, fumes, chemicals, fibres)
<input type="checkbox"/>	Work requiring respirators or masks	<input type="checkbox"/>	Work with vibrating tools/ machinery
<input type="checkbox"/>	Work involving food handling	<input type="checkbox"/>	Work with waste, refuse
<input checked="" type="checkbox"/>	Potential exposure to blood or bodily fluids	<input checked="" type="checkbox"/>	Face-to-face contact with members of the public
<input type="checkbox"/>	Other (please specify):		

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