

Home-Start is committed to safer recruitment practice as an important part of safeguarding and protecting children and vulnerable adults

Family Support Worker - North Lanarkshire

Job Title: Family Support Worker

Hours of work: 30 - 35 hours/week

(The role is initially funded for one year)

Employer: Home-Start Glasgow North (HSGN)

Salary: £23,727-£27,614 - starting salary dependant on relevant experience

Responsible to: Senior Family Support Co-ordinator

Location: The office is based in Bellshill, North Lanarkshire although role will be part home-working

Purpose of the role

To deliver a range of universal and targeted supports to families with young children and babies that are experiencing challenges in their everyday lives.

Main Responsibilities

Support for families

- Support the referral process, including conducting assessment of referred families to understand appropriate support requirements
- Create a person-led plan to work alongside the families to help them address and cope with immediate crisis or challenges which impact their own mental/physical health and that of their children
- Identify most suitable form of support for families, eg intensive family support, home-visiting volunteer, group support
- Provide intensive support to family in home or community if required
- Respond flexibly to family's needs, delivering services either 1:1 support or through groups
- Ensuring support to families is reviewed at regular intervals and at the end of Home-Start support, in line with current Home-Start guidance
- Undertake designated responsibilities to safeguard and promote children's welfare
- Promote bonding and attachment between parents and children, using VIG (Video Interaction Guidance) if required (training will be provided by AVIGuk)
- Provide information and support to parents, signposting to specialist advice and services when appropriate
- Work in partnership with other professionals/organisations working with the family to ensure the best possible outcome for parents and their children
- Attend and contribute to staff meetings, keeping other members of staff informed and aware of issues affecting the scheme and its support to families
- Conduct review visits and signpost to Home-Start volunteers or groups when intensive support ends, if required

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Managing Volunteers

- Supporting the Volunteer Co-ordinator in recruiting and training volunteers
- Matching and introducing volunteers to families
- Providing support, supervision and ongoing training opportunities for volunteers

Working in Partnership

- Ensuring appropriate liaison with referrers and other professionals
- Networking within the community to raise the profile of the work of Home-Start

Monitoring and Evaluation

- Monitor and evaluate the service delivered against agreed targets and produce regular reports and case studies as required
- Keep records up to date on Charitylog (organisational database) to ensure information is available for monitoring purposes and general enquiries

Supporting the work of the project

- Undertaking work as delegated by the Senior Family Support Co-ordinator to support the strategic management, development and future funding of the scheme
- Supporting the implementation and review of all Home-Start policies and procedures
- Complying with the scheme's administration, monitoring and financial systems
- Promoting the work of the scheme, as required by the Senior Family Support Co-ordinator
- Contributing to and supporting the development of the Home-Start network locally, regionally and nationally
- To contribute to the effective day to day operation of the project in accordance with the Home-Start Memorandum & Articles of Association, Home-Start Standards & Methods of Practice, Home-Start Agreement and Quality Assurance Standards
- To maintain high standards of practice in supporting families within the Home-Start model
- To ensure equality of opportunity, fairness and diversity in all aspects of the scheme's work
- Implement good safeguarding practice in all areas of work

The post holder will:

- Be expected to have the use of a car for which expenses will be paid
- Have a caring approach to all aspects of their work
- Work as a member of a team
- Work in a flexible manner
- Have good communication skills
- Undertake appropriate training
- Manage a case load

The post holder may be required to undertake any other duties that fall within the nature of the role and responsibilities of the post as detailed above.

This job description is current at April 2022.