



## **Family Support Worker**

### **Role description for Family Support Worker**

**Responsible to the Promise Lead**

**Conditions of Service 18 months fixed contract**

**Closing date 12 December 2023**

**Salary £24,000 pa**

Project Esperanza is a Scottish charity that supports families of African heritage as well as families from multi ethnic backgrounds with practical emotional and integration support.

### **Job Outline**

As a member of the team and in partnership with other services and agencies you will support the development of practice, culture, and systems to improve outcomes for children and young people from the Black and multi ethnic communities who are at risk of experiencing or who have lived experience of The Scottish Care System. You will also play a key role in supporting the delivery of the wider aspirations of “Keeping the Promise” to children, young people and their families in Scotland, through a transformation of the way care and support is provided.

We are looking for someone will contribute to the development of approaches and systems that deliver a supportive workforce by equipping everyone who provides a supportive role to children, young people, and families with the specialist knowledge required to respond to the unique and individual needs of families with migrant and refugee/asylum status. Your supportive role will help to improve outcomes and prevent many families reaching crisis point.

You will work as part of a core team, reporting to the Promise Lead but you will be required to build relationships and engage with a range of key stakeholders including children, young people, their families and carers, practitioners, and decision-makers both within the service and the wider partnership.

### **Main Duties and Responsibilities**

1. To support the implementation locally of the Independent Care Review ‘The Promise’ to young people and their families

2. To support the Black and Ethnic minority community to be able to understand parenting in Scotland's Jurisdiction.
3. To ensure that all work undertaken is focused on achieving improved outcomes for black and ethnic minority young people who are at risk, are looked after or care experienced and their families.
4. To effectively engage the workforce in understanding and providing culturally appropriate support for children and families from the Black and Ethnic minority community
5. To raise awareness and provide information to children and young people, parents, kinship carers and professionals with information about the *The Promise*
6. To research and represent the views of care experienced young people and their families and those on the edges of care, working collaboratively with other agencies
7. To research and report on best practice across the sector in the above areas.
8. Keep detailed records of work undertaken with young people and produce relevant reports and statistics.
9. To contribute to practice development, and training within the workforce, leading on designated strands of activity and liaising, communicating, and working with other professionals and agencies.
10. To participate in team meetings and other team arrangements.
11. To participate proactively in training and staff development opportunities consistent with Project Esperanza's policies/procedures
12. To take personal responsibility for own continuous professional development.
13. To undertake other duties as required.

This job outline is intended to indicate the broad range of responsibilities and requirements of the post. It is neither exhaustive nor exclusive but, while some variation can be expected in particular duties, the outline is considered to provide a reasonable general description of the post.

### **Knowledge/Skills/Educational requirements**

- A bachelor's degree in a relevant field (such as social work, sociology, psychology, or human rights) is preferred essentially or a higher education diploma or equivalent.
- Certifications in social services, trauma informed practice or related areas would be beneficial

- Interpersonal skills and communication skills including active listening and the ability to communicate effectively with people from diverse communities.
- an awareness and understanding of the contemporary issues associated with care and protection of children in Scotland
- Cultural competency, an understanding of and respecting cultural differences and diversity within the community is essential.
- an awareness of the lifelong impact of trauma on children, young people and their families pertaining to the child protection system
- A genuine concern for the well-being of others and the ability to empathise with people facing challenges are crucial qualities.
- Client confidentiality is essential
- have strong skills in the creation and dissemination of audience specific information in formats which are easy to understand and encourage engagement
- Ability to communicate and network and build relationships with a range of individuals, partners and stakeholders is essential
- ability to work strategically with partners, families and communities, colleagues and stakeholders in the public, private and third sectors is essential
- Ability to publicise services and programs and enhance participation of services and programs is essential.
- have good organisational and time management skills with a flexible and proactive approach to work
- A valid driver's licence is required
- Being multilingual is a bonus

### **Experience**

- in effectively contributing to the team and having skills required to work in compassionate collaboration with others.
- in working independently and managing own workload, as well as meeting work demands and tight deadlines
- have excellent influencing and relationship building skills and the ability to communicate effectively
- have the energy, enthusiasm and drive to lead a fast paced change in the children's sector, particularly for Black and multi ethnic children.

### **Before you apply;**

Please provide a C.V. including any relevant experience, and give an indication of why this job suits you. email: [admin@projectesperanza.org.uk](mailto:admin@projectesperanza.org.uk)