



Govan Help Family Worker Application Pack February 2024

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GOVAN HOME AND EDUCATION LINK PROJECT

Dear Applicant,

Thank you for your interest in the role of Family Worker at Govan Home and Education Link Project (Govan HELP).

We are a growing place based family support charity, established in 1996, that aims to improve the opportunities and outcomes for vulnerable children and families living within the Govan area. We offer a range of integrated, early intervention services to support children and families who are experiencing cumulative and chronic adversity.

Having recently celebrated our 25th Anniversary, and with a strategic plan to grow our core services, it's an exciting time to join our team. We are looking for a dynamic, solutions focused and trauma informed Family Worker to continue the delivery of our Family Support service. To meet the needs of the Govan community the postholder will require to be flexible in approach and able to manage the workload with a combination of community based and remote working practice, working in partnership with key stakeholders.

Included in the pack is a Job Description and Person Specification to assist you with completing your application. If you would like to apply for the post, please send a CV and covering letter, outlining how your skills and experience are suited to the role, to Stephen McFadden, Operations Manager on stephen.mcfadden@govanhelpp.org by 5pm on Thursday 29th February 2024. Interviews are expected to be held in the week commencing 11th March 2024. Please feel free to contact Katie Paterson, Family Support Coordinator, for an informal conversation about the role prior to application.

This is an excellent opportunity for the right candidate to join us to deliver this important service for families in the Govan area and we look forward to receiving your application.

Yours sincerely,

Viv Sawers
Chief Officer



Job Description

Job Title: Family Worker

Hours: 35 per week – 2x posts (part-time considered)

Salary: £26,000 FTE

Fixed term: 2 years

Family Worker Role

Families are referred to Govan Help's family support service via several partner agencies including education, health and social work as well as self referrals and you may work together to assess and support families needs. Your role will vary depending on the unmet needs of the family you are supporting. We are based in the heart of Govan and the role is delivered flexibly from our base, in families homes and in the Govan community to meet the diverse needs of the Govan families.

You will be responsible for a caseload of families who require intensive support, design and deliver group work programmes, and other general aspects of service delivery in relation to the communities needs. Our core hours are Monday – Friday 9am – 5pm but there may be some occasional requirement to work flexibly in the evening or at weekends to meet the needs of the service and carry out any other reasonable duties as required.

Family Worker Responsibilities

- To undertake assessment, risk assessment, support planning, review and evaluation with children, young people and families.
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- To work with children, young people and their families on a one to one and group basis, using a range of creative and innovative interventions, to identify need and achieve positive outcomes.
- Take a strengths based and trauma informed approach, to work in partnership with families to empower them to achieve positive outcomes.
- Ensuring you become and remain up to date on your knowledge of local service provision of appropriate signposting and referral organisations or information.
- Ensure you maintain up-to-date knowledge on legislation, policy, local and national developments affecting children, young people and families.
- To work within Govan Help's policy's and procedures most notably child protection, confidentiality, boundaries and recording procedures.
- To attend supervision, team meetings and in-house training sessions as appropriate.
- To show commitment to ongoing personal development.
- To provide a flexible service delivering the right support at the right time required by families.

This job description is not intended to be exhaustive. The post-holder will be expected to adopt a flexible attitude to the duties, which may have to be varied subject to the needs of the service and in keeping with the general profile of the post.

This post is exempt from the Rehabilitation of Offenders Act 1974 by the Exclusions and Exemptions (Scotland) Order 2003, and as such any appointment will be subject to them having appropriate PVG Scheme Membership.



Person Specification

Education, Qualifications and Experience

- A relevant professional qualification at level SCQF 8 or above.
- At least two years' experience working in a social care setting.

Knowledge and Experience

- Knowledge and understanding of theories of child development.
- Experience of working directly with children in a supportive way.
- Knowledge and understanding of Trauma informed approaches.
- Experience of working directly with parents, carers and families taking a strengths-based approach.
- Experience of person-centred support planning and delivery.
- Knowledge and understanding around the key legislation, policy and practice, and key issues facing families, children and young people in Scotland.
- Experience of working as part of a multi-disciplinary team and in partnership with other agencies.

Personal skills and attributes

- Ability to support families holistically whilst remaining child focussed.
- Strong assessment skills and ability to assess and manage risk.
- Ability to communicate effectively, both verbally and in writing, with families, colleagues, and other organisations to ensure a shared understanding.
- Ability to work creatively with families and contribute to the continuous development of the service.
- Understanding and commitment to equal opportunities and anti-discriminatory practice.
- Ability to manage your own time and responsibilities dynamically within a busy and fast paced work environment.
- Be willing to engage in learning and training opportunities.

