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| **Post & ref** | **Family Network Facilitator**  (FNSW 06/24) |
| **Salary** | **£31,775 per annum pro rata (£25,420 for 30 hours)** |
| Contract | Permanent subject to funding |
| Location | Hartlepool |
| Holidays | 27 to 30 days depending on length of service pro rata |
| Other benefits | Employee perks package including health and retail benefits.  3mnth full 3mnth half sick pay after 1yrs service |

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| Application process | Initial CV acceptable alongside single page application form.  You can complete the single page form on jot forms at this link: <https://form.jotform.com/233374130372348> . You can upload your CV on the link too.  You can also complete it as a word document and email it; please contact [admin@changingfuturesne.co.uk](mailto:admin@changingfuturesne.co.uk) if you need a copy. We can post it to you if you prefer.  If you are shortlisted, you will be asked to submit a fuller application form that complies with our safer recruitment policy. |
| **Deadline** | 5th July 2024 |

Passionate to help families to create their own plans to overcome the challenges they face?

Excited to enable positive changes for children?

Ready for a fresh challenge?

**We’d love to welcome you to Changing Futures, a small close-knit Charity where you will make a huge difference.**

Changing Futures operates excellent relationship-focused support services for families. A key focus as we continue to develop these services is on enabling family led planning and decision making, meaning families are empowered to create their own solutions to overcome challenges.

You will help us by working in partnership with Hartlepool Borough Council Family Support Workers and Social Workers and bring together the adults around children who can enable them to overcome and thrive when they face challenges. This will include parents and other family members, and where appropriate, safe, supportive adults from the families’ network of friends and community. You will facilitate these family network meetings helping families to develop relevant, appropriate and effective plans which they own.

As someone with experience of working with families, you will be skilled in working in a strengths based and relationship focused approach to identify and build rapport with the family network helping them to recognise their importance and role in children’s wellbeing. With an understanding of family relationships and dynamics, you will support the family to meet and create plans for change, to support children and young people to thrive.

This is an ambitious post that will contribute directly to implementing and embedding family led decision making practice in Hartlepool’s Early Help and Children’s Social Care Services.

**Why we do what we do**

We believe that all individuals and families should be given the opportunity to identify their own solutions to the challenges they face.

Whilst it may not be simple and easy for everyone to identify these solutions, as challenges can feel so large, we believe people are experts in their own lives, and with the right supportive and helpful approaches, they can discover and draw on their own strengths to make their own sustainable plans for change.

**Core aspects of the role**

* Working under the direction and supervision of the partner agency leader and to work alongside and support Family Support Workers and Social Workers in identifying and establishing family networks.
* Engage family, and other network members in Family Network meetings to develop family led plans.
* Ensure that children’s views are understood and appreciated by family members when developing these plans.
* Maintain links to the Charity and it’s range of services and support and signpost families to them where appropriate.

**Role duration**

We’re investing in this role with an initial allocation of funding to 31st March 2026.

**Working arrangements**

We give and need flexibility. This means you’ll need to do some evening work, and perhaps weekend work.

We are very flexible when people need to adapt their working days to fit family and life commitments. We also offer a good holiday package, raging from 27 to 30 days pro rata depending on length of service.

The vast majority of your time would be spent working in Hartlepool, but we are open to some bits of work being done at home if the role allows that. As this is a new role and programme for Changing Futures, we are feeling our way through with our partners as to what’s possible and in the best interests for the project.

# **Role Description (Main Duties and Responsibilities)**

# **Working with your Manager(s)**

# Work with the Chief Executive, Senior Leaders and Leads from the partner agency to ensure that they receive appropriate advice and information on all relevant matters thus enabling them to fulfill their responsibilities, and to effectively monitor plans and targets.

# To model the organisation’s values and play a role in raising the profile of these values and associated behaviours across the organisation. This includes a positive contribution to workplace harmony displaying cooperative team behavior.

# **Leading and Managing your Work Areas**

# Lead and facilitate Family Network Meetings for families accessing the support of Social Workers and Family Support Workers with the partner agency.

# Support with the marketing of the help we offer to a range of stakeholders

# **Service Delivery**

# To identify, engage with and bring together family members in family network meetings, including responsibility for organising and managing meetings in the best interests of children.

# Support Social Workers and Family Support Workers with home visits to develop a network with the family.

# Chair network meetings in order to develop family led plans that help families focus on their strengths and find solutions in their network and communities that builds resilience and confidence.

# Record the family led plan ensuring that it is clearly understood and accessible for the family. Share family plan with appropriate and relevant professionals.

# Ensure provision of services that protect, respect, and promote the rights and responsibilities of children, families and communities.

# Ensure provision gives service users appropriate opportunity for participation, developing and maintaining mechanisms for service user participation in line with relevant quality systems.

# Engage with service users to build and maintain effective, supportive and empowering relationships.

# To agree with service users and agencies the aims and purpose of work with them.

# To identify risks and ensure appropriate risk assessments and as needed safety plans are undertaken to safeguard any vulnerable persons.

# Operate within ethical and professional boundaries when working with service users.

# To work co-operatively with other professionals in children’s services, health agencies and other community based services, to provide the most effective service for children young people and families.

# To be responsible for ensuring robust recording, report writing and producing and keeping relevant information.

# **Other Duties**

# Increase one’s professional competence and skills in the relevant field of work through active participation in developmental opportunities including supervision, professional development, training and reviews.

# Operate within ethical and professional boundaries.

# To maintain respectful, professional, and supportive relations commensurate with the philosophy of the organisation; model healthy ways of relating

# Work to policies and procedures and to implement said policies and procedures. Including those of the partner agency as agreed in advance.

# It may be necessary to change these duties in accordance with the needs of the job and the project. Existing duties may be changed, and new duties may be added. Any changes will be made in consultation with you.

**Personal specification**

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|  | **Essential** | **Desirable** |
| **Personal Attributes** | * Reflective * Adaptable * Respectful * Friendly & approachable * Persistent in ensuring families get the help they need, and build the skills to need less help from agencies * Personal values and beliefs aligned with those of the Charity. |  |
| **Qualifications** | * Usually, a level 3 qualification in a relevant children’s services field (but substantial experience and other learning will be considered) | * Level 4 of higher in relevant children’s service field. |
| **Experience** | * Experience of at least 3 years working with families to help them identify their own goals * Experience of facilitating meetings | * Experience of facilitating family network meetings or other family led decision making model. * Signs of Safety / Signs of Wellbeing practice * Other solution focussed and strengths based practice. |
| **Skills** | * Good interpersonal skills: ability to quickly build rapport, develop trust and engage in the process. * Organised, with ability to meet deadlines, manage own workload and consistently achieve targets * Skilled at facilitating meetings * Good written communicator * De-escalation and conflict resolution * Mediation and negotiation skills. * Teamwork and collaborative working with other professionals. | * Good use of IT and recording systems. |
| **Knowledge** | * The impact of family functioning on outcomes for children and parents * The impact of neglect and trauma on young people, on adults, and on family relationships (and particularly from a care experienced perspective) * Strengths and needs of young people in outcomes, and opportunities to improve life chances (and methods to do this) * Effective safeguarding practice | * Signs of Safety / Signs of Wellbeing models of practice. * Family Led Decision making models |
| **Work Related** | * If hybrid working, access to stable, high quality home internet connection * Willing to undertake and complete relevant professional development activities * Ability to travel; this would almost certainly be by car |  |