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| **CHILD AND FAMILY SUPPORT WORKER LEAD**  **SALARY GRADE: HBC8** | Halton Borough Council  resourcing@halton.gov.uk |
| Working at Halton | |
| All our colleagues at Halton have made a positive commitment to delivering great outcomes for our communities. Whoever joins us will share that passion for outstanding service, and strongly align with the values which define our workplace culture:   * Working Together – building fantastic relationships with colleagues and customers * Continuous Improvement – Keeping great service delivery at the heart of everything we do * Personal Growth – Learning, growing and developing ourselves * Accountability – doing what we say we are going to do * Inspiring Leadership – positive roles models and leading by example   *To read more about our values, click* [*HERE*](https://haltoncouncilcareers.co.uk/values/)  **We are immensely proud that when asked what’s great about working for Halton, the most popular response from our workforce has been ‘*our colleagues’*.**  Aside from working with a great team, our employees have access to a fantastic range of benefits, including:   * A generous annual holiday allowance starting at 34 days per year (including bank holidays), increasing with long service * Membership of our defined benefit, salary-linked pension scheme with generous Employer Contributions * 3 x Salary Life Cover via Local Government Pension Scheme * Investment in your personal development * Free Car Parking at HBC sites * Flexible / hybrid working arrangements available * Car leasing schemes * Essential Monthly Car User Allowance\*   *For further information about all the benefits we offer, please click* [*HERE*](https://haltoncouncilcareers.co.uk/benefits/)*.* | |
| About the Job | |
| As a Child & Family Support Worker Lead, you will support Community Support Workers in the creation, implementation and reviewing of individual care plans for children, young people and their families to meet their assessed need. You will supervise the team, contribute to the development of services and promote a learning and teaching culture / environment with children and families, with the aim of improving outcomes. Also, you will quality assure interventions / support provided and will support staff by being available when they work out of hours, evening and weekends.  More specific responsibilities include:   * Working closely with the Team Manager to develop strategies and services which ensure that the needs of children and young people are supported and addressed * Supervising Community Support Workers / Family Intervention Workers / Family Time Workers, including allocating work * Providing practice advice and support to ensure care plans are appropriate and regularly reviewed to meet service needs and developing a rota for duty tasks * Liaising with agencies, parents, and professionals to identify and mobilize resources for children and families * Maintaining records, tracking intervention impact, and providing reports for care planning and staff management * Leading support strategy development and contributing to service planning, monitoring, and review to ensure effective outcomes * Developing practice within the team, ensuring best practices, and quality-assuring casework * Managing complaints, performance issues, and compliance with regulations and policies, in partnership with HR * Identifying service gaps, recommending improvements, and building partnerships with partner agencies to enhance support for children and families * Working outside of core hours including evening and weekends * Representing the service at meetings, assisting the Team Manager, and handling additional duties as needed | |
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| About You | |
| For this role, it is essential that you hold an NVQ Level 3 in Social Care qualification, or equivalent and hold a minimum of 3 GCSE’s or equivalent at grade C or above, including Maths and English, or demonstrate the appropriate level or skills or experience  In addition you will have:   * Experience of working collaboratively with colleagues from other organisations including Social Care, Health, Education and voluntary sector * Experience of using information technology and well as good communication and assessment skills * Experience of working collaboratively with colleagues from other organisations including Social Care, Health, Education and voluntary sector * Team working skills with the ability to motivate and supervise staff whilst allocating work and monitoring performance and experience of doing so * Awareness of the importance of multi-disciplinary working and an integrated approach to service delivery and knowledge of child and adolescent development * Awareness of the importance of multi-disciplinary working and an integrated approach to service delivery * Working knowledge of relevant Government legislation, guidance and local procedures relating to children and families, including safeguarding and children in care * The ability to contribute to care planning, keep accurate records and produce reports and understanding of accountability and the ability to work corporately   As this role involves regular travel across the borough and sometimes further afield, a driving license and access to a vehicle are essential requirements. Where appropriate, reasonable adjustments will be made in accordance with the provisions of the Equality Act.  The Council and its schools are committed to safeguarding and promoting the welfare of children, young people and adults and expect all staff, workers and volunteers to share its commitment. | |
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