

Job description

Job title: Young Carer Family Worker

Grade: 8

Job evaluation reference: HS466

Job family: Health and Social Care

Purpose and impact

Purpose

1. To provide a range of direct support to children and young people identified as Young Carers after assessment through a range of interventions agreed by the responsible manager for the Young Carers Service.
2. To promote awareness of Young Carers and their needs across all statutory and voluntary agencies and provide advice and guidance in respect of Young Carers issues.

Job Role

3. Direct casework to support Young Carers.
4. Organisation and delivery of activities.
5. Liaison, advice and guidance to partner agencies on issues relating to Young Carers.

Key responsibilities

6. To identify and assess the needs of children and young people whose wellbeing is being adversely impacted by them providing a caring role for a family member the cared for person includes family members who are disabled or experiencing mental health or substance misuse issues.
7. To ensure that assessments undertaken are holistic in nature, incorporate a “whole family” perspective and include consideration as to whether the child or young person may require statutory Social Work services as defined within the Dorset Threshold Document.
8. Undertake direct case work with children and young people who are identified as Young Carers to provide support to them in developing coping strategies and resilience in respect of their caring role and identify appropriate support.
9. To coordinate services and support for individual Young Carers as required.
10. To organise and deliver group activities to provide a positive and supportive peer environment for Young Carers .
11. To deliver and support specific group work for Young Carers to deliver a positive focused community intervention to meet identified outcomes.
12. To develop constructive relationships and work with children and young people, parents/carers; a range of professional partners including statutory children’s Social Work , the Police ,schools, health, education, voluntary and community organisations to meet the overall outcomes for Young Carers and their families.
13. To provide advice and guidance to agencies in respect of Young Carers issues and act as navigators for agencies and for service users in the identification of appropriate services for families.
14. To promote awareness of Young Carers and their needs across statutory and voluntary agencies.
15. To keep aware of national issues and relevant research and maintain national and regional links as available and required.
16. Responsibility for promoting and safeguarding the welfare of children and young people at all times.

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17. To ensure that all safeguarding concerns are escalated appropriately through the relevant designated manager.
18. To provide written reports, develop and contribute to case planning for individual children, young people and their families.
19. To contribute to specific projects led by the relevant manager.
20. To record accurately and clearly and in a timely manner, all relevant information relating to the families concerned onto the relevant ICS system.
21. Maintain records and provide relevant data as required by the relevant manager.
22. To provide specific written reports as and when required.
23. To discuss any proposals for expenditure with the relevant line manager in order to seek agreement by the budget holder.
24. To contribute to the provision of a response to civil emergencies as required.
25. To give evidence in court if required.
26. Any other lesser or comparable duties as required.

NB: The duties and responsibilities of this post are not restrictive and the post holder may be required on occasion to undertake other duties. This will not substantially change the nature of the post.

Supervision and management

27. Responsibility for: No direct supervisory or management responsibilities but will be required to give advice and guidance to partners on issues relating to Young Carers

Other factors

Resources

28. Responsible for ensuring data quality and as such the integrity of management information through the proper use and safekeeping of data and record systems both manual and computerised.
29. Responsible for the safe and competent use of ICT equipment provided as necessary to fulfil the role.
30. Ensuring the safe storage of any other equipment used by the service such as camping.

Working Environment

31. Although there is an office base for the service this post requires flexible working across a number of settings including family homes and various geographical locations and it provides direct support to Young Carers and their families.

Contacts and Relationships

32. Direct face to face contact with Young Carers and their families.
33. Direct and indirect contact with a range of partner agencies across voluntary and statutory agencies.

Work Demands

34. The Young Carers Service is a case holding service which provides both individual and group support to children and young people and their families. Consequently there will be multiple competing and unpredictable demands which will require prioritisation of demands and a flexible response from the Service and post holder.



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Our behaviours

Dorset Council has developed and embedded a set of behaviours that will form part of everything you do and you will need to be able to demonstrate them through the way you work, regardless of your role or grade within the organisation.

Full details can be found on the job website under '[Working for Dorset Council](#)'.



Person specification

Applicants will be shortlisted on the basis of demonstrating that they fulfil the following criteria in their application form and should include clear examples of how they meet these criteria. You will be assessed in some or all of the specific areas over the course of the selection process.

Essential

Essential criteria are the minimum requirement for the above post.

Qualifications/ training/registrations	
Required by law, and/or essential to the performance of the role	
1.	GSCE Maths and English, or relevant equivalent qualification
2.	Evidence of continued professional development and further training
Experience	
3.	Relevant experience of direct working with children/young people.
4.	Experience of working with parents and carers.
5.	Experience of working with partner agencies in order to keep children and young people safe and promote positive outcomes.
6.	Experience of working with members of the public, both face to face and on the telephone.
7.	Experience of working within a setting where formal written records are required to be maintained alongside the use of IT data and information systems.
8.	Organisational and administrative experience and ability.
Skills, abilities & knowledge	
Knowledge	
9.	Awareness of issues relating to Young Carers and how undertaking a caring role may impact on a child or young person's sense of wellbeing and development.
10.	An understanding of the impact of disability, mental health and substance misuse upon the daily lives of families and how these can potentially lead to a child or young person becoming a Young Carer.
11.	Awareness of good practice with regard to undertaking assessments.
12.	Awareness of safeguarding and child protection.
13.	Understanding of anti-discriminatory working practices relating to children and their families.
14.	Understanding of the role of schools; health services, the police, adult services and others in supporting Young Carers and their families.
Key Skills	
15.	Ability to communicate effectively both verbally and in writing.
16.	Ability to undertake holistic assessment of Young Carers.
17.	Ability to formulate plans with defined outcomes.
18.	The ability to positively promote and develop the Young Carers Service through multi agency and public liaison.
19.	Good level of computer literacy, particularly for record input.
20.	To be able to work individually and as part of a team.
21.	To be able to use their initiative appropriately.
22.	Effective time management and prioritisation.
23.	To be able to work with children, young people and their families in a positive and enabling manner.

24. Ability to work within a multi-agency context.
25. The ability to work flexibly and creatively.
26. Ability to plan and organise group activities.
Behaviours
27. Respect
28. Responsibility
29. Recognition
30. One Team: Collaboration
Other
31. Able to fulfil the travel requirements of the post.
32. Ability to work flexibly according to the demands of the post.

Desirable

Desirable criteria will be used in the event of a large number of applicants meeting the minimum essential requirements.

Qualifications/ training/registrations
33. Child protection training.
34. ECDL or equivalent IT skills.
35. Other relevant professional qualification (e.g. youth work/ social care/ child care/ education/play work).
Experience
36. Experience of working with families where disability, substance misuse, mental health issues and domestic violence are a feature of their family lives.
37. Experience of organising group activities.
38. Experience of group work.
39. Experience of report writing.
40. Experience of communicating with individuals who are disabled and who may use alternative or assisted communication methods.
Skills, abilities & knowledge
Knowledge
41. Understanding of the context within which the local authority delivers both statutory children's services and Early Help and Prevention.
42. Understanding of the Common Assessment Framework.
43. Basic understanding of the Children Act and the statutory responsibilities that are the responsibility of the Local authority.
44. Involvement with local communities in order to develop alternative, creative and flexible forms of support for families.
Key Skills
45. Ability to undertake focussed group work.

Approval			
Manager	Operational Manager	Date	1 st November 2016