

Advanced Practitioner/Deputy Manager

Therapeutic Family Support Worker - Therapeutic Family Assessment Service

36 hours per week

Location - Rochdale

Salary - £50,000 - £55,000) in addition, all sleeps will be paid at £70 each

Flourish is the UK's most advanced provider of therapeutic services for children and families, founded and led by nationally recognised and respected management and clinicians. Borne out of our extensive experience in therapeutic fostering, our vision is to help vulnerable children, young people and families thrive in a safe and trauma-informed environment.

We are excited to be launching our first therapeutic family assessment centre in Rochdale and are recruiting Therapeutic Family Support Workers to support us in realising our ambition. We are looking for passionate, committed and caring individuals to support a small, but experienced team.

About our service

- The aim of our service is to reduce the number of children coming into Local Authority care and to assess parenting capacity where the courts have directed this.
- Families utilising this type of service may include parents with learning needs; those presenting with issues around domestic violence and/or substance /alcohol misuse. Additionally, they may have mental ill-health and may have experienced some form of trauma in their life.
- Where concerns have been raised about a child's welfare or a parent's capacity to provide safe and appropriate care, Flourish Family Residential Assessment Centre will work alongside parents to address the issues specific to their case.
- Our homes house up to 4 families in 4 family suites. During their stay, the parents will be therapeutically supported in their parenting by Flourish staff, whilst being assessed by our social work assessors.
- The Flourish team is supportive in its approach, with our primary aim centering around promoting best practices, through guidance, role modelling, key work sessions and practical advice on matters relating to concerns, risk safety, routines and boundaries.
- This service is open 24 hours with shift patterns as per the rota.

Purpose of the role

- Ensure the centre's ethos is embedded in the shifts and that families are adequately supported throughout the assessment process.
- To ensure the centre delivers high-quality services to children and families.
- Ensure the teamwork meets the needs of families from diverse backgrounds under the legislation, policy, and best practice requirements.
- Take responsibility for overseeing safeguarding children and supporting the team to reduce any risks to children.
- Collaborate with multidisciplinary teams and community resources
- Support children and their families to achieve positive outcomes

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- To undertake daily risk assessments for families during shifts.
- Plan and deliver the service and its programs to meet the needs of families.
- To ensure the production of robust, fair and evidence-based reports for the court that are child-centred and fit for purpose.
- Attend court, family reviews, and professional and assessment meetings.
- Ensure there is a high level of good quality recording in family records and provide adequate monitoring of records and feedback to support staff on the quality of record keeping.
- Ensure staff are inducted and briefed on working with family systems and any support programmes at the centre.
- Work and contribute pro-actively to the team and report any concerns about unacceptable staff conduct or standards to your line manager.
- To be an appropriate role model to families at the centre and to provide support, advice, and assistance in the basic care of babies and children. To contribute to the process of family assessment as directed by the family assessment plan and work with the current strategies related to each family's case
- Supporting families experiencing a range of complex difficulties at a key time in their lives when they require intensive and round the clock support
- Implementing parenting interventions and supporting parents to develop the skills necessary to raise their children, by encouraging, teaching and modelling
- Having a responsibility to safeguard and promote the welfare of children and vulnerable adults.
- Support parents to reach their full potential in caring for their children

What we Offer

- Competitive salary rates – we use structured pay grades, so salary is based on your training and experience
- Career progression opportunities and clear development pathways
- Comprehensive Induction and full training programme prior to starting in the Centre
- An emphasis on Continued Personal Development with funded opportunities to achieve recognised qualifications, with support through our Accredited Training Centre
- Company pension scheme
- Travel expenses, Blue Light Card discounts and other benefits
- Excellent Management Support and Supervision
- Simply Health Care Plan
- Company Sick Pay
- Death in Service Package
- Annual leave entitlement – 38 days (inclusive of Bank Holidays)
- Support from our Therapeutic Lead

Essential Requirements

- Be a qualified Social Worker and registered with Social Work England

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- Have a genuine desire to improve lives and promote self-esteem
- Demonstrate excellent communication skills and empathy
- Have leadership qualities and experience of mentoring and supporting less experienced staff.
- To work collaboratively with families at the centre, supporting them with their individual needs as outlined in their family placement plan.
- Be resilient and able to stay calm under pressure
- Knowledgeable about relevant legislation and social theory
- Work as part of a team - bringing energy and enthusiasm to the role
- Be willing to learn and go the extra mile

Responsibilities of the role:

- To work collaboratively with families at the centre, supporting them with their individual needs as outlined in their family placement plan.
- To be a consistent role model to families when supporting the care, development, and nurturing of their children during the assessment process.
- To help families participate in the assessment process and encourage them to take part in the sessions and activities as required.
- Promote participation and help families to become involved in local community activities relevant to the care and nurture of their children.
- Involve families and children (where appropriate) in decisions about their assessment and in the plans that are made for them during the process.
- Work co-operatively and pro-actively as part of a team supporting colleagues and the manager.
- Provide advice and support to families in the centre in line with their placement plans, organisational policies, and good practice requirements.
- Ensure children and families in the centre are safe and protected from harm.
- Establish a nurturing relationship with families to help them progress through the assessment.
- Help families resolve conflicts and manage their behaviour safely and acceptably and ensure that unacceptable behaviour is challenged and addressed.
- To ensure that any marks, bruises, or suspicions of harm are reported as per the centre's safeguarding and child protection policies.
- Ensure the timely forwarding of all communications, requests, plans and assessment documents to the local authority social worker or placement teams.
- Ensure the team maintain a consistently high level of observation throughout the assessment of families and that staff are aware of family strategies and risk profiles.
- Undertake family disciplinary measures in line with the centre's policies.
- Ensure the centre follows health, safety and fire precautions and procedures.
- Ensure staff and families adhere to the centre's ICT policies.
- Ensure quality monitoring and health and safety assessments are conducted, and action plans are implemented.
- Work collaboratively with the Registered Manager to provide support, supervision and professional management to the staff team.

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- Ensure the communal areas of the centre are maintained to a high standard and are safe for families and staff.
- Undertake training as the organisation requires and take responsibility for continuing professional development.
- Attend and contribute to regular supervision meetings and complete actions from the annual appraisal.
- Adhere to all health and safety and workplace policies.
- To support with the out of hours rota.