

**Job description**

**Family Support Worker (days and waking nights)**

\*\* full or part time positions available across both of our settings in Haslingden, Rossendale and Longridge, Preston.

**\*\*\***Please note, we will only consider applications on a **Sisu Services application form** found on our website [**www.sisuservices.co.uk**](http://www.sisuservices.co.uk). and returned to [**recruitment@sisuservices.co.uk**](mailto:recruitment@sisuservices.co.uk)

**We *MUST*** **have an application form sent to our recruitment email to consider your application. Indeed applications alone will NOT be considered. Get in touch if you're unsure.**

\*\*\*\* Get your applications in asap - we reserve the right to close the deadline early if a number of suitable candidates have been identified to interview\*\*\*\*

We have established residential family centres in **Haslingden, Rossendale** and **Longridge, Preston** where we support and assess parents and their children (mostly mothers and newborn babies). The support is on a 24/7 basis and we are recruiting to day shifts and waking night positions that run on a 7.45pm to 8.00am and 7.45am – 8pm rolling rota basis.

Families come to us for a 12 - 14 week residential assessment as part of care proceedings or at earlier stages of involvement with children’s social care. The parents care for their children with our support and oversight. Your role is to engage with the family whilst contributing to the social work assessment which will help make decisions about the long-term living arrangements for the child. This is important work that really has an impact on people’s lives.

Spending meaningful time with families offering support, guidance and interventions is a key feature of this role and the capacity to build quality working relationships with families and staff alike is incredibly rewarding. This is a job that makes a difference!

A normal day or night shift would involve you working with the parents on their individual care plans - it could be helping them understand and meet the basic care needs for baby, helping establish a good routine or helping them address and improve their own wellbeing. It may include some targeted work with them about any concerns the social work team have - you could be helping them to understand them and what they need to do.

You may be that person who offers a reflective listening ear to help them think about their progress and motivate them to approach their assessment with the best possible attitude. You will maintain regular observations of families throughout the shift and offer support and guidance as needed. At times you may be taking parents/children to visit wider family and supporting their time out of the settings. You will have a keen understanding of safeguarding and be ready to take decisive action to keep children safe at all times in our setting. All with the support of kind and empathic managers.

This is a varied role supporting parents of newborn babies up to older children and there is lots of support given as you get used to the job. You will need to have great communication skills in order to engage the families and support them as they work on the identified issues.

The resident social worker will take a lead in the assessment formation; however, you need to ensure you are keeping evidence up to date by way of good quality recordings, observations and input to the process. Assessments need to be fair, evidenced based and stand up to scrutiny and you have an important role in supporting this process.

This growing service will bring about lots of exciting opportunities and challenges. You will have creative problem-solving ideas, be flexible and able to respond positively to change. You will bring your humour, energy, compassion and empathy into being a valuable member of the team, including contribution to the assessment process, and compliance with Ofsted and statutory regulations.

We have a strong team of permanent and bank staff – we work hard to support our families and we think one of the starting blocks of this support comes from creating a happy workforce. We will work hard with you to ensure you enjoy your time at work and feel able to develop and grow. This is a great opportunity to take on a new role or to start a career in social care, we are excited to be part of your journey!

To enable you in your role, we will deliver a full training and supervision programme, whilst allowing you the opportunity to shape and develop your practice to respond to the needs of the service. We will listen and respond to what you say you need, ensuring that you have everything in place to be able to impact on the positive journey for our families.

**Essential Criteria/The Deal Breakers:**

**A positive and nurturing personality** – our families join us at a vulnerable time in their lives and this impacts on the wider family. They need warmth and encouragement from you.

**The capacity to ‘see the diamond’ in people whilst recognising our safeguarding responsibilities** for the children - both elements are hugely important and we need you to know how to do both.

**Good recording and IT skills** – we say good, but we mean average! We can train you up but you need to be able to do some basic typing on a computer – you don’t need to be a wizzkid!

**Understanding babies and child development** – this is necessary but we don’t need this to be formal experience – having your own children or not being afraid of babies is the starting point!

**A team player with a sense of humour –**we are a small organisation working across two sites and its important you will pull together to make the service the best it can be for our families. Meanwhile we make the time at work the best it can be for us and have a laugh, it’s so important we’re happy at work.

**Ability to complete effective observations and interventions with families**–and the capacity to be creative in how we do this – using different ways to meet an individual’s learning style and making it accessible.

**Full driving licence and use of a vehicle with business insurance**

**Desirable/Ideal but Not Essential:**

We ideally want a **level 3 in childcare or working with parents** or certainly a willingness to work towards it.

Ideally you may have **worked with children and families**already, but if not, if you bring the right values we’re looking for we can train you up.

**Capacity to have difficult conversations with confidence**– sometimes we may need to speak to parents or family members about something not so great. If you feel confident in this area that’s what we’re after, but we appreciate for others it can be out of your comfort zone. We can offer training and support if necessary.

**Experience working in a residential setting**– this is desirable but not essential. Our main priority is that you have the capacity to work with our families and will be able to quickly understand the responsibilities of working in a residential environment.

**You’ll Also Need:**

* Knowledge of relevant childcare practice, legislation and research.
* Good understanding of safeguarding procedures and processes (further training given)
* Understanding of a trauma informed approach to practice
* A clear enhanced DBS check (we’ll pay)

This job would suit a range of people – on our team we have social work/psychology/midwifery students, backgrounds in nursery/childcare provision, mental health support work, family support, education and a whole lot more. You may bring the same or something unique. The most important thing to us is a strong value base and passion for the work, we can support you to develop skills and knowledge.

**So That’s What We Want from You, But What Do You Get From Us?**

- **Monthly car user bonus and car valet** for frequent car users.

- **55p per mile** mileage rate.

- **Quarterly team development days** – lunch provided followed by a social get together on us – we work hard and recognise the need for downtime!

- **Not being micro-managed** – we love to hear your ideas and will support you throughout

- **Being valued**We say it because we know it doesn’t happen everywhere – but we pride ourselves on recognising the hard work that our team puts in, and we do our best to show you that in the little things we do.

- **Support we all need** – we seek to support staff of all genders who are affected by women’s health issues. We commission a wellbeing and women’s health practitioner to offer advice, support and guidance on a range of issues including infertility and pregnancy loss, menopause, endometriosis and many other areas. Sarah holds reiki sessions, wellbeing sessions, self-treatment programmes and so much more for our team.

Please do get in touch with by email if you would like to request a call back to discuss the roles by emailing us on [recruitment@sisuervices.co.uk](mailto:recruitment@sisuervices.co.uk)  and we’ll arrange a time for a call. It’s really worth doing this, we love hearing from people before the formality of an interview!

Information and application packs can be found on [www.sisuservices.co.uk](http://www.sisuservices.co.uk)

**\*\*\*\*Remember, we will only consider applications on a Sisu Services application form found on our website\*\*\***

**This post is for 3 months initially but with the likelihood to be extended.**