

Job Description	
Job Title	Family Practitioner-Family Support
Salary Range/Grade	J
Job Location	Across Districts: Stream 1 Erdington and Perry Bar Stream 2 Hodge Hill and Sutton
Hours Per Week	37
Reports To	Senior Family Practitioner (Family support)
Responsible For	N/A
What positive impacts will this position have on children, young people and families? <p>To work with families 0-5 within the 0-19 model, with flexibility for 5-19 and a “whole family approach” Including pre-birth, to provide Early Help interventions to meet identified needs of families both in their home on a one-to-one basis and in other settings, using group work.</p> <p>Joining our team at Spurgeons Birmingham Family Hubs as a Family Practitioner specializing in family support means making a profound impact on the lives of families in our community. In this role, you'll have the opportunity to provide invaluable support and guidance to families facing various challenges, empowering them to overcome obstacles and thrive. By offering personalised assistance and fostering strong connections within the community, you'll play a pivotal role in strengthening families and building a brighter future for generations to come. Together, we'll make a lasting and positive difference in the lives of those we serve, creating a supportive environment where every family feels valued, supported, and empowered to reach their full potential.</p>	
General Description	
Task	
<ul style="list-style-type: none"> To empower families to engage in support, enabling a person-centred solution focused approach to family support where the service user guides the package of support. 	
<ul style="list-style-type: none"> To develop programmes of work with families which produce the outcomes required in assessments or plans. 	
<ul style="list-style-type: none"> To support families with identified support needs, holding a caseload and taking part in case supervision. 	
<ul style="list-style-type: none"> To provide families with information, advice and guidance and signposting on various issues 	
<ul style="list-style-type: none"> To refer families to specialist and other services when appropriate and with consent in accordance with required protocols and monitor family progress and engagement with referred services. 	
<ul style="list-style-type: none"> To identify barriers to accessing services within the local community and contribute to overcoming these barriers for all target and disadvantaged groups. 	
<ul style="list-style-type: none"> To use solution focused approach when working with families who are resistant to engage with the service ensuring the child's welfare remains paramount at all times. 	

<ul style="list-style-type: none"> To facilitate and deliver support and interventions which improve parental capacity and family relationships for families with under 5s within the 0-19 model, with flexibility for 5-19 and a “whole family approach”.
<ul style="list-style-type: none"> To provide guidance and support on childcare, child development, child safety, nutrition, and early educational.
<ul style="list-style-type: none"> To ensure effective Child and parent engagement in any decision making.
<ul style="list-style-type: none"> Maintain accurate and confidential records of family interactions, services provided and outcomes achieved.
<ul style="list-style-type: none"> To ensure appropriate referral and signposting of women for breastfeeding support when necessary.
<ul style="list-style-type: none"> To work flexibly and deliver services across the service as directed.
<ul style="list-style-type: none"> Communicate key messages breastfeeding; in relation to attachment and bonding with their baby, providing support in a clear and empathetic manner as required
<ul style="list-style-type: none"> To provide family support drop in sessions enabling families to access support
<ul style="list-style-type: none"> To work directly with individual parents to provide structured intervention and support around emotional well-being.
<ul style="list-style-type: none"> To deliver group intervention programmes that may include evidenced based programmes: i.e. parenting, domestic abuse etc
<ul style="list-style-type: none"> To attend multi-agency meetings as required and provide reports.
<ul style="list-style-type: none"> Conduct comprehensive assessments to understand the needs, strengths and challenges of families accessing the service.
<ul style="list-style-type: none"> Maintain effective links with internal and external support services, staying up to date with available support services in relation to emotional health and well-being.
<ul style="list-style-type: none"> To lead on planning, delivery and evaluation of services, in relation to the emotional health of parents, including co-production.
<ul style="list-style-type: none"> To promote home safety, oral health weaning and nutrition through workshops and/or information, advice and guidance, as appropriate, involving all staff teams.

What you will have achieved by month 3	<ul style="list-style-type: none"> Completed essential online training Read and understood policies and procedures Attended Spurgeons ‘Introducing out Ethos and Values’ workshop Completed 3 month mid probationary review Fully grasped the scope and responsibilities of the role, including empowering families to engage in support services.
---	---

	<ul style="list-style-type: none"> Completed orientation and initial training sessions, focusing on person-centred approaches to family support. Established initial rapport with families on the caseload, beginning to build trusting and supportive relationships. Started collaborating with colleagues and supervisors to understand team dynamics and available resources. Conducted initial assessments for families, identifying support needs and beginning to develop personalised support plans. Participated in regular case supervision meetings to review progress and receive guidance. Gained knowledge of local services and resources, providing families with information, advice, guidance, and signposting to appropriate services. Began identifying common barriers families face in accessing services within the local community.
What you will have achieved by month 6	<ul style="list-style-type: none"> Successfully completed probation and probationary review meeting Designed and implemented programs of work with families to achieve outcomes outlined in assessments or plans. Planned and started delivering group intervention programs such as parenting classes and domestic abuse workshops. Participated in specialised training relevant to family support, such as advanced case management, domestic abuse awareness, and intervention strategies. Engaged in continuous professional development opportunities to stay updated on best practices and emerging trends. Provided ongoing support to families with identified needs, ensuring personalised plans are implemented effectively. Regularly reviewed and updated family support plans in collaboration with the team, ensuring they remain relevant and effective. Actively contributed to initiatives aimed at overcoming barriers for target and disadvantaged groups in accessing services. Built strong referral networks with specialist and other services to ensure comprehensive support for families.
What you will have achieved by month 12	<ul style="list-style-type: none"> Assisted with the planning, delivery, and evaluation of services offered at the Family Hub, ensuring they meet the needs of families and produce desired outcomes.

- | | |
|--|---|
| | <ul style="list-style-type: none">• Utilised feedback and data to continuously improve and adapt programmes to better serve families.• Demonstrated success in achieving positive outcomes for families on the caseload through effective support and intervention strategies.• Maintained comprehensive and accurate records of all casework, assessments, and interventions.• Played a key role in identifying and reducing barriers to service access for disadvantaged groups, resulting in improved community engagement and support.• Strengthened collaborative efforts with local agencies, ensuring families receive holistic and coordinated support.• Delivered successful group intervention programs, such as parenting workshops and domestic abuse support groups, receiving positive feedback from participants.• Conducted thorough evaluations of group programmes, providing detailed reports on their impact and areas for improvement. |
|--|---|

Type	Description	Essential/ Desirable
Qualification(s)	<ul style="list-style-type: none"> GCSE Maths and English at Grade C or above NVQ 3 Health & Social Care or Working with Parents or equivalent 	E E
Professional Registration	<ul style="list-style-type: none"> N/A 	
Experience	<ul style="list-style-type: none"> Relevant experience of delivering family support interventions where there are children from pre-birth to five Experience of undertaking assessments of families' needs and of developing plans to meet outcomes. Experience of recording and report-writing in a family support context Experience of partnership working with professionals in relevant agencies Experience of working with parents and families and understanding and responding to their needs in order to improve outcomes for their children Experience of Identifying safeguarding issues in families and making referrals as appropriate Experience of delivering services in a Children's Centre, Community or Health related setting Experience in providing individual support to families with under 5s who are affected by a range of issues which can include: disability; domestic abuse; welfare rights; parenting; safeguarding; drug and alcohol dependency and family mental health Experience in working with families and other agencies to develop and co-ordinate the delivery of a shared support plan. Experience of providing home visits and facilitating group sessions Experience of providing evidence-based parenting programmes 	E E E E E E E E E D
Skills	<ul style="list-style-type: none"> Skilled in undertaking observations of family functioning and producing assessments of need leading to interventions which improve outcomes for children under 5 and their families Skilled in the use of recording systems and the ability to learn electronic recording Excellent communication skills with families in community settings The ability to ensure communication which enables working in partnership with families Skilled in reflective practice 	E E E E E

	<ul style="list-style-type: none"> • The ability to review, analyse and evaluate own and team practice and share skills and learning • Skill in developing and using a range of 1 to 1 and group approaches to effectively engage with families, especially those who are hard to engage 	<p>E</p> <p>E</p>
Knowledge	<ul style="list-style-type: none"> • Knowledge of issues facing families living in areas of disadvantage and how family support interventions can improve outcomes for children. • Knowledge of the Early Help process and fulfilling the role of Lead Professional, where appropriate • A working knowledge and understanding of Safeguarding and Child Protection Procedures • Up to date with latest good practice and evidence based models 	<p>E</p> <p>E</p> <p>E</p> <p>E</p>
Additional Requirements	<ul style="list-style-type: none"> • Regular travel within the geographical area • Flexible approach to hours due to possible travel and supporting the needs of colleagues and service users. • A car driver with access to a car for work purposes 	<p>E</p> <p>E</p> <p>D</p>
Personal Qualities	<ul style="list-style-type: none"> • Approachable • Committed • Confident • Dedicated • Diplomatic • Empathetic • Good listener • Persistent • Personable • Quality driven • Resilient • Self-motivated • Team player 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>

What We Expect From You

Our Values:

Everything we do is driven by our values which define who we are and how we work together to support children, young people and families. Our values are at the core of everything we do.



Our Behaviours:

We have certain expectations of your interactions with our colleagues, our partners, children and the general public. We would expect that you exhibit these behaviours as an employee of Spurgeons.

- Put children and young people first in everything we do
- Respect and value every individual
- Listen to understand without judging
- Be open and honest with kindness
- Persevere to be our absolute best and do what we say we will do
- Bring out the best in each other as we work together for the right result

Safer Recruitment & Employment Policy:

As part of Spurgeons Safer Recruitment & Employment Policy, any appointment to this role will be subject to the completion of a DBS application and obtaining satisfactory references.

Equal Opportunities For All:

We actively encourage applications from a broad and deep range of backgrounds and experiences. We are a Disability Confident Employer.

