

LONDON BOROUGH OF LEWISHAM

JOB DESCRIPTION

Designation:	Contextual Safeguarding Practitioner	Grade: PO1
Reports to (Designation)	Team Manager/Advanced Practitioner/Team Leader	Grade: PO4 to P07
Directorate:	Families, Quality & Commissioning	Section: Integrated Adolescent Service (IAS)

Main Purpose of the job:

To develop and deliver structured, targeted, evidence-based & bespoke interventions and positive activities for children, young people, parents/carers individually, and/or in groups in a range of settings, including community, Family Hubs, Youth Settings, Educational Establishments, the family home, or placements. With the aim to reduce entries into the care & criminal justice systems, as well as reducing vulnerability to extra familial harm including missing episodes & youth homelessness. In addition, the role will be required to support adolescents with mental health, social & emotional needs.

To engage children & young people through building trusted relationships to include extended family members/communities/stakeholders.

To provide strong role modelling of positive adult behaviours and pro social behaviours.

To provide high quality informal education prevention and early intervention opportunities for children & young people to help achieve their personal and social developmental needs, make informed decisions, have a place in their community and, ultimately, to reach their potential and make a successful transition to adulthood.

To work alongside Lead Practitioners to contribute to assessments and plans for children and young people in line with practice frameworks and in a way that avoids duplication and promotes holistic child centered planning.

To act as the Lead Practitioner undertaking assessments & overseeing plans for children & young people who meet the eligibility criteria for Family Help.

To support the service and partners to respond to tier 2 Contextual Safeguarding matters including undertaking location assessments.

Working closely with traditional and non-traditional safeguarding partners to deliver best practice through an integrated response.

To be flexible and adaptable to meet the needs of children & young people, including responding to call outs at short notice & working out of office hours – evenings and weekends on a rotated basis.

Responsibilities & Personal Duties

To carry out practical support with children & young people and families, demonstrating tenacity and persistence using it as a vehicle to create sustainable change.

To effectively engage children & young people and families working directly with them on multiple issues including parenting and family functioning, employment, school attendance mental ill health, learning difficulties, domestic abuse, drug and alcohol abuse, homelessness, bereavement, risk of going missing and extra familial harm.

Undertaking direct work, mediation & conflict resolution with children, young people, and their families/carers in a crisis.

To identify barriers for parents/carers, providing coaching, advice guidance & support as required.

To have broad knowledge and understanding of local resources and agencies which support children, young people, and their families acting as an advocate for access to services that best meet their needs.

Making referrals and signposting to relevant services where appropriate.

To provide restorative/reunification work to assist the return home of children who are looked after. Using the Restorative, Trauma informed, Contextual Safeguarding approaches to work with children and young people on the edge of care, to prevent them from entering the care or criminal justice systems.

To provide advice, support and guidance to children, young people, parents, or carers whose children have gone missing.

To undertake Return Home interviews and ensure high quality recordings on case files.

To work with key stakeholders to raise awareness of the risks presented to children who go missing and contribute to the assessment and casework processes.

General Terms

To maintain high standards of case recording and maintain case management records in accordance with service and professional standards, including electronic data entry in accordance with policy and procedures and with due regard to General Data Protection Regulation (GDPR).

To contribute to local and departmental training on practice issues in line with departmental policies and procedures & research findings.

Contribute to service development through attendance and contribution to team, service directorate meetings and development activities.

To participate in 1-1 & group supervision.

To take responsibility for maintaining professional knowledge and skills, including national and local policy, relevant legislation, and emerging research in relation to providing services to children and their families.

To maintain personal and professional development to meet the changing demands of the job and participate in appropriate training/development activities including the council's performance, development and review scheme.

Ensure that all duties and responsibilities are discharged in accordance with the council's policies and procedures, Code of Conduct and relevant regulations and legislation.

Ensure compliance with safeguarding procedures.

To comply with the council's equal opportunities and diversity policies ensuring anti-discriminatory practice within the service area.

This job description is a guide to the level and range of responsibilities you will be expected to undertake. It may be changed from time to time to reflect changing circumstances and demands. As directed, you will undertake additional duties and responsibilities that may arise from time to time commensurate with the grade of the post.

PERSON SPECIFICATION

JOB TITLE: Contextual Safeguarding Practitioner

DEPARTMENT: Families, Qualities & Commissioning

GRADE: PO1

Note to Candidates

The Person Specification is a picture of the skills, knowledge and experience needed to carry out the job. It has been used to draw up the advert and will also be used in the shortlisting and interview process for this post.

Those categories marked 'S' will be used especially for the purpose of shortlisting.

Please ensure that Equality and Diversity issues are addressed specifically in relation to the role for which you are applying when addressing the requirements of this person specification where appropriate.

If you are a disabled person, but are unable to meet some of the job requirements specifically because of your disability, please address this in your application. If you meet all the other criteria you will be shortlisted and we will explore jointly with you if there are ways in which the job can be changed to enable you to meet the requirements.

Equality & Diversity	
• Awareness of and a commitment to Equality of Access and Opportunity in a diverse community	S
• Understanding of equality and diversity issues within the context of family support and early intervention & safeguarding.	S
Knowledge	
• An excellent working knowledge of relevant legislation including the Children and Families Act 2014, Children's Act 1989 & 2004, 'Working Together', Crime & Disorder Act 1998, Pan London including the London Child Exploitation Operating Protocol 2021, Equality Act 2010.	S
• Knowledge of the roles and responsibilities of statutory and voluntary services in supporting families	
• A sound knowledge and application of Safeguarding procedures for children and vulnerable adults	
• A good knowledge and understanding of child development and the needs of children	
• Significant knowledge and understanding of issues affecting children/young people and their families, particularly the impact of social and economic disadvantage and multiple disadvantage on motivation, culture, confidence and progression through education employment and training.	S
• Knowledge of whole family approach and solution focused practice	
• Knowledge of a wide range of methods used to develop personal, social and educational, mental health capabilities in children/young people and families in order to empower them and facilitate improved life outcomes.	S
• Understanding of national and local developments on good practice and evidenced based initiatives in relation to Health, education, social care and family support.	

Understanding of professional boundaries and appropriate relationships with young people and their parents, carers or guardians and how to adhere to confidentiality policies.	
Aptitude	
Having a strong commitment to making a positive difference to the lives of families	S
Ability to bring about positive change through both supporting and challenging individuals and families towards agreed goals and outcomes	
The ability to be impartial and professional when working with young people, parents, carers, and members of the community.	
A positive, non-judgmental, empathetic, and sensitive approach.	
Ability to undertake the work within an anti-discriminatory and empowerment framework	
Ability to remain calm and effective in crisis and when under pressure, including making difficult decisions or dealing with challenging or confrontational behaviour.	
Ability to use initiative especially in complex family situations.	
Ability to work effectively both independently and as part of a team.	
Ability to undertake inter-agency work and a commitment to working in partnership at all levels.	
Resilience and the ability to cope with emotionally-draining and traumatic situations	
Ability to work hours in a flexible way, including evenings and weekends to meet the needs of the service.	
Flexibility to adapt to new tasks and situations.	
The ability to reflect on own practice; undertake training advice and constructive feedback	
Skills	
Skills can only be used as shortlisting criteria if the skill is to be tested	
Effective team work skills, including within a multidisciplinary service or multi-agency network.	
Excellent interpersonal and communication skills - ability to communicate sensitively and effectively with children and adults	
The ability to advocate, negotiate, mediate and interpret on behalf of service users as appropriate.	
Excellent organisational skills, able to manage own work programme and meet agreed timescales especially as relates to caseload management	S
Excellent IT skills to record and maintain accurate data.	
The ability to develop and maintain knowledge and understanding of local resources and provision, including community and statutory services, including Mental Health Teams, Social Services, Health, CAMHS, Benefits systems	
Good observation and listening skills.	
Ability to apply effective and innovative strategies to meet the needs of families.	
Experience	
Substantial experience of providing support to vulnerable children/young people and their families on a range of complex issues, including where there are safeguarding concerns, utilising a range of strategies to engender positive change.	S

• Experience of developing and maintaining relationships across services and supporting them to work together to achieve coordinated responses to needs and achieve best outcomes for children and families.	S
• Experience of caseload management and prioritising and planning support.	
• Experience of working in culturally diverse communities	
• Experience of addressing equal opportunities issues.	S
• Experience of using different intervention models to support parenting.	
• Experience of using practice models and structured assessments to assess risk, needs and action plan with families and individuals	S
General Education	
Professional qualification or relevant experience in a social work/youth justice work/youth work/related children's services area.	S
Training and/or qualifications in social care, youth work, youth justice, social work or equivalent to national standards, minimum NVQ 3	
Personal Qualities	
• Willingness to take responsibility for personal and professional development.	
• Willingness to work in different establishments and settings around the borough as required	
• Innovative and creative to introduce new approaches to delivering children's services.	

Internal Contacts: These include representatives from across Council Departments who may be engaged with children and families, for example Children's Social Care, Adults Services, Housing, Youth Offending Service.

External Contacts: This will include all partner agencies working with families e.g., Police, Probation, Health Mental Health, voluntary sector as well as members of the public and other Local Authorities.

To carry out the duties of the post with due regard to the Council's relevant codes and procedures.

All employees are required to participate in the Performance Evaluation Scheme (PES) and to undertake appropriate training and development identified to enhance their work.

Undertake other duties, commensurate with the grade, as may reasonably be required.

Consideration will be given to restructuring the duties of this post for a disabled post holder

THIS JOB DESCRIPTION MAY NEED TO BE AMENDED BY THE DIRECTORATE TO MEET THE CHANGING NEEDS OF THE SERVICE.

Number of fully managed staff:

Title:

Grade:

No of posts:

Number of partially managed staff:

Title: None

Grade:

No of posts:

Circumstances

- Ability to work outside of normal hour's e.g. early evening training & on some occasions weekends.
- Can travel to attend meetings in and out of the borough at short notice.
- Satisfactory enhanced criminal records bureau disclosure.

DBS Disclosure Required?

No

☐

Basic

☐

Enhanced

☒

(Tick as appropriate – guidance available from your HR Advisor)

Physical

Generally candidates must meet the standard Lewisham requirements for the post