



JOB DESCRIPTION	
Job Title	Specialist Family Worker
Reports To	Team Leader
Location	Dorset
Salary	£21,929 - £25,701 per annum
Date Updated	April 2023

JOB PURPOSE

To hold a small caseload of substance misusing parents and deliver a range of interventions to strengthen the family and improve outcomes for children and young people

To contribute to a reduction in risk to children of substance misusing parents via early identification and assertive case management

To contribute to a reduction of harms caused by substance misuse both to adults and family members

To work within a strength-based approach, including identifying and promoting the strengths of individuals, families and communities

To broker services and supports to families and children

To provide specialist training, advice and information to specialist children and family workers to support identification and best practice when working with substance misusing parents

To promote and work within the values of EDP which are Belief, Respect, Partners and Ambition

MAIN DUTIES AND RESPONSIBILITIES

Service provision:

- To actively and regularly promote the service within children's and relevant partner services to maximise referrals, including promoting the service to relevant services and primary care.
- To assertively engage families with parental substance misuse who are new to substance misuse services or struggling to engage as well as those attached to the DFM programme who could also be recruited onto the programme.
- To deliver a tailored and integrated support package based on strengths, needs and risks (including crisis intervention approaches).
- To ensure that stability, resilience, improved parenting capacity and connection to assets such as services, communities and family members are promoted.
- Case Management
- To deliver or ensure a strength-based whole family specialist substance misuse assessment including use of Social Network and Behaviour Therapy (SNBT).
- To co-produce with service users a strength-based package of family support.
- To identify risks to adults and children across a range of domains in order to formulate strength-based safety plans.
- To undertake robust and effective case management including information-sharing, brokerage and outcome monitoring.
- Partnership Working
- To develop links with the Family Focus Team and other relevant social care teams to embed joint-working, reduce statutory interventions and de-escalate risk.
- To contribute child protection and child in need plans and processes including case conferences, reports and joint reviews.
- To work with other key providers including education, health, mental health, domestic violence and abuse to manage risk and improve outcomes.
- To support parents to engage with and remain in substance misuse treatment, including by delivering harm reduction, brief interventions and by addressing barriers to engagement.

- To undertake home visits to all families presenting to substance misuse services with children under five to deliver key safety interventions and to assess the home environment.
- Within a structured approach, to improve parents' awareness of the impact of substance misuse on parenting and increase parenting capacity.
- To work with children and young people where indicated to explore the impact of substance misuse, develop resilience and identify resources.
- To promote recovery activities for parents, including mutual aid and abstinence based pathways.
- To ensure that support for families, family members, carers and young carers is routinely explored and promoted.
- To undertake testing for illicit substances and report findings to relevant agencies where this is assessed as appropriate and does not impact on engagement.
- To enable access to peer supporters/mentors and volunteers and to promote peer and volunteer opportunities as appropriate.
- Support and promote SBNT and the Think Family approach within the wider REACH team.
- To provide ongoing consultancy and training in substance misuse for children's services, including Family Partnership Zones.
- Governance
- To operate within Dorset SCB/Adult Social Care and EDP/REACH child and adult safeguarding procedures.

Performance management:

- Be responsible for individual performance management and delivery of goals and tasks set
- Comply with all workforce management systems, including supervision and appraisal.
- Actively participate in continuous professional development
- Ensure effective recording of service activity, service user information and performance monitoring, using required data and case management systems and processes.
- Contribute to the continuous improvement of the service and interventions delivered

General duties:

- Maintain an understanding of, and comply with EDP and REACH's protocols and policies
- Practice and uphold EDP's ethos, mission, vision and values in all aspects of the job role
- Work in collaboration with a range of stakeholders and organisations to support effective outcomes for clients, ensuring effective communication and adherence to agreements. Attend multi agency meetings, deliver presentations and training as required.
- Actively participate in the EDP communication processes including, case meetings, working groups, team meetings, individual or group supervision and appraisal.
- Support or supervise volunteers, mentors and trainees placed in the team.
- Facilitate constructive service user consultation, feedback and involvement in all your work
- Travel to other sites for the purposes of meetings and training
- Hold a current driving licence, have access to and insurance for a roadworthy vehicle
- Participate in the Duty rota for open access and triage.
- Work flexibly, to provide late working and weekend cover as required.
- Undertake such other reasonable duties and responsibilities, across the whole services, and at any location within reasonable daily travel from your main place of work

This job description is intended to provide a guide to the general duties and responsibilities of the post. It should not be regarded as a contractual document. It will be reviewed regularly and may be varied at the discretion of EDP.

FURTHER INFORMATION

EDP Values

All employees within EDP will be expected to adopt and promote these values:

Belief – We believe people can make it

We firmly believe in everyone's potential. We know that people can and do make remarkable changes.

Respect – How we work is as important as what we do

We will treat everyone respectfully – whether they use our services, work for us or work with us. We are creative, curious and flexible

Partners – We do it together

We see partnerships as the key to better futures for people affected by substance misuse. We develop strong and meaningful partnerships with people who use our services, staff, other agencies, our funders, research bodies and our communities. We will ensure that our services are accessible to all.

Ambition – We focus on recovery and outcomes

We want a world where people are no longer blamed for their substance misuse, no longer socially excluded and are given support to take ownership of and rebuild their lives. We will call for more understanding, more compassion and more resources to make this happen. We will support staff and service users to keep learning and to set and achieve ambitious targets.

Confidentiality

Ensure confidentiality at all times, only releasing confidential information obtained during the course of employment to those acting in an official capacity.

Data Protection

To comply with current laws in relation to data protection and information governance.

Conflict of duties

All applicants to any post within EDP are required to declare any involvement either directly or indirectly with any firm, company or organisation that has a contract with EDP. Failure to do so may result in an application being rejected or dismissal after appointment.

Equal Opportunities and Diversity

To ensure that all service users, their partners, colleagues are treated as individuals within EDP's Diversity and Equality framework

Health and Safety

You are required to comply at all times with the requirements of the Health and Safety regulations. You are responsible for taking reasonable care with regard to yourself as well as any colleague, client or visitor who might be affected by an act or failure to act by yourself. You are required to comply with EDP policies at all times.

Person Specification: Recovery Navigator

All criteria are Essential unless otherwise indicated

Attributes		Criteria
1. Experience (through paid or voluntary work)	1.1	Experience of specialist substance misuse services including assessment and working with individuals to develop, implement and review action plans.
	1.2	Experience of managing own time, priorities and workload whilst working to clear standards and targets.
	1.3	Proven experience of team working/working with others, including working effectively as part of multi-disciplinary teams.
	1.4	Working within a recovery orientated service environment (desirable).
	1.5	Experience of structured work around parenting and substance misuse, administering drug and alcohol tests, working with people with drug and alcohol problems and delivering a range of evidence-based psychosocial interventions in 1:1 and group settings (desirable).
	1.6	Working with children or families, including those affected by substance misuse (desirable).
2. General and Special Knowledge	2.1	A general knowledge and understanding of substance misuse problems, addictive patterns of behaviour and the recovery focused approach.
	2.2	Knowledge and understanding of a range of substance misuse harm reduction and evidence-based psychosocial interventions and the skills to deliver them.
	2.3	An understanding of the impact of parental substance misuse and related issues, including domestic abuse and mental health, on children.
	2.4	An ability to develop constructive therapeutic alliances with service users and their families whilst maintaining professional boundaries and appropriate challenge
	2.5	Ability to communicate effectively both verbally and in writing (including writing objective and detailed reports) with a range of professionals.
	2.6	Able to work in partnership with a range of people and organisations and to leverage resources.
	2.7	Able to work with due regard to diversity and inclusion in the workplace
	2.8	Ability to work creatively with parents and children to identify and meet their needs, reduce the impact of substance misuse and foster resilience.
	2.9	An awareness of substance misuse treatment modalities (including prescribed interventions), guidance and current substance misuse legislation would be an advantage.
3. Qualifications and Training	3.1	NVQ level 3 in Health and Social Care, and/or equivalent professional qualification (e.g. Health Care, Nursing, Social Work, equivalent overseas qualification) or commitment to complete.
	3.2	Certificate in the Management of Drug Misuse Part 1 (RGCP 1); or commitment to complete.
4. Skills and abilities	4.1	IT Literate and competent in acquiring skills in technology.
	4.2	Committed to EDP Values and able to demonstrate these in practice.
	4.3	Calm, positive and assertive communication style.
	4.4	Inclusive approach and positive about diversity.
	4.5	Highly professional with the ability to identify and respect boundaries with others.
	4.6	Own reflective practice skills, self-awareness of own limitations and professional development needs
	4.7	Understand of the importance of Safeguarding, safe working practices and compliance with appropriate working practices.
	4.8	Committed to own continuous professional development.

5. Additional Factors	5.1	A commitment to equality of opportunity, valuing diversity, and anti-discriminatory practice, reflected in professional relationships with service users, colleagues and the public.
	5.2	A desire to work within, and contribute to, a culture that is positive, dynamic, forward thinking and outcomes-focused.
	5.3	Willing and able to work flexibly to cover evening and weekend duties to meet the demands of the service.
	5.4	Ability to travel across REACH service area.
	5.5	A non-judgmental attitude towards people affected by substance use, including offenders.
	5.6	A commitment to equality of opportunity, valuing diversity, and anti-discriminatory practice, reflected in professional relationships with service users, colleagues and the public.