

Job Description and Person Specification

Family Valued Practice Lead

Job Details	
Grade	GRD8
Service	Family Valued
Location	City Wide
Job Evaluation Code	A5653

About Coventry City Council
We expect everyone who works for us to be committed to our One Coventry values and to share our commitment to becoming a more diverse and inclusive organisation: Open and fair: We are open, fair and transparent. Nurture and develop: We encourage a culture where everyone is supported to do and be the best they can be. Engage and empower: We engage with our residents and empower our employees to enable them to do the right thing. Create and innovate: We embrace new ways of working to continuously improve the services we offer. Own and be accountable: We work together to make the right decisions and deliver the best services for our residents. Value and respect: We put diversity and inclusion at the heart of all we do.

Job Purpose
As a Family Valued Practice Lead, you will champion the integration of Relationship Based and Restorative Practices within Children's Services. Your leadership will nurture the professional growth of practitioners, ensuring children and families remain at the core of our practice. You will innovate and elevate practice standards, positioning Coventry as a leading employer and advocate for family-centred, evidence-based approaches. Your collaborative efforts will be pivotal in delivering high-quality services aligned with our strategic objectives and values.

Main Duties & Key Accountabilities

Developing and delivering bespoke learning and training to enhance practice and performance across individual, team, and service levels
Advancing relationship-based and restorative practices through the Family Valued Practice Approach, focusing on child-centred outcomes and family-led decision making
Evaluating the effectiveness and impact of the Family Valued Approach for children, and their families
Supporting multi-disciplinary teams to ensure integrated safeguarding and child protection, committed to service quality through audit cycles
Establishing and promoting best practice in collaborative working with multi-agency partners for high-quality, integrated services
Providing high-quality coaching and facilitating re-think formulation sessions, balancing reflection with accountability for children's outcomes.
Leading designated policy tasks, maintaining knowledge of developments, consulting stakeholders, and contributing to policy formulation
Maintaining and disseminating knowledge of current research, legislation, and evidence-based practice guidance for children and families
Formulating and adapting training materials, co-producing resources, and supporting practice improvement in line with strategic goals
Promoting meaningful participation of children and families, facilitating communication and embedding clear models and approaches

Key Relationships

External:	Partner agencies
Internal:	All service areas in Children's and Education Services

Standard Information

Post holders will be accountable for

- carrying out all duties and responsibilities with due regard to Code of Conduct, Safeguarding, Health & Safety and the City Council's Workforce Diversity and Inclusion Policies. Duties which include processing of any personal data must be undertaken within the corporate data protection guidelines.
- attending any training and undertaking any development activities that are identified as

mandatory/beneficial to their role.

- any other duties and responsibilities within the range of the salary grade.

Responsible for

Not applicable

Person Specification

Requirements	
Knowledge	Be knowledgeable of current legislation relevant to the role and Relationship Based Practice
Skills And Ability	Be able to form effective relationships with children, young people, families and carers, clarify their needs, and contribute to service planning
	Have the ability to monitor understanding, take corrective action, and undertake expert practice in complex situations
	Use formal supervision opportunities effectively, work well within a team, and support staff with evidence-based strategies
	Demonstrate sound organisational skills, work under pressure, and manage priorities to meet deadlines
	Be able to source and integrate complex information, lead evidence-based change, and apply learning to practice
	Demonstrate leadership abilities in driving change, fostering partnerships, engaging with networks, and enabling others to integrate learning and research into practice.
	Be IT literate. Be able to write clear and concise reports, presentations, and communicate to a wide range of audiences

Experience	Have substantial experience working with children, young people, families, carers, and communities
	Possess post-qualifying experience in Children's Statutory Services, including conducting assessments, planning, reviews, court processes, leading meetings, and handling complex family situations independently.
	Have a track record of implementing cultural and strategic change across teams and services
	Be experienced in applying best evidence to support children, families and staff in line with strategic goals
Qualification	Hold a Professional Social Work Qualification with substantial experience as a social worker/practitioner