

Job Description and Person Specification

Supporting Families Practitioner

Job Details	
Grade	GRD5
Service	Help and Protection
Location	City Wide
Job Evaluation Code	L3667D

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
Deliver direct support to children, young people, and families through a diverse family assistance programme, improving outcomes aligned with the Supporting Families initiative. Collaborate with partners and stakeholders, enhancing existing relationships and developing service delivery arrangements within the Family Hub Network. Utilise a comprehensive family-focused approach to assessment, planning, and intervention.

Main Duties & Key Accountabilities

Establishing a trusted relationship with families as a foundation for support, encouragement, and fostering their ownership of change.
Assessing the needs of children, young people, and their families in accordance with Children's Services Practice Standards
Developing Early Help plans based on collaboration with families, and partners to drive change, negotiating and influencing partners to take responsibility for actions.
Delivering direct support and interventions to children and families using agreed methodology and a variety of evidence-based interventions
Identifying and enabling access to further interventions for children, young people, and families when required from external services and organisations.
Monitoring and evaluating the progress and impact of support and interventions to enhance outcomes for children
Participating and leading meetings to progress plans
Planning and delivering various evidence-based programmes to children, young people, and families across multiple settings, including homes within local communities.
Collaborating with professionals to assist children, young people, and families with complex needs, contributing to assessments and performing direct work with them.
Contributing to the ongoing development and enhancement of the service by actively participating in meetings and achieving the service's objectives.
Maintaining accurate and up-to-date records in accordance with Children's Service recording guidance.
Working flexibly beyond standard office hours, including evenings and weekends, to accommodate the requirements of families.

Key Relationships

External:	Health Education Early Years Settings Police Community groups and third sector organisations
Internal:	All service areas in Children's Services Adult Education Service

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

No Line Management Responsibilities

Person Specification

Requirements

Knowledge	An understanding of the needs and characteristics of children, young people and their families
	Knowledge and understanding of the application of effective support for children and families in Coventry
	Knowledge of relevant evidenced based interventions for early help and family support
Skills And Ability	Ability to communicate effectively with children, young people, families, and colleagues, verbally and in writing
	Able to relate to and to motivate children, young people, parents & carers to achieve behavioural and attitudinal change
	Relate to, encourage and motivate children, young people and families to form positive relationships
Experience	Experience of working directly with children, young

	people and families in health, school, early years, youth or social care settings
	Experience of creating and sharing written and verbal information e.g. assessments
Qualification	Relevant level 3 training and extensive experience working with children, young people, and families in early years, social care, health, or educational settings.
Special Requirements	This role falls under the Rehabilitation of Offenders Act 1974, requiring a satisfactory Disclosure and Barring Service (DBS) police records check before appointment.
	The post holder will be required to work across the city area and outside of normal business hours