



Coventry City Council

## Job Description

<b>Job Title:</b>	FDAC Parental Substance Misuse Worker	<b>Job Number:</b>	
<b>Service:</b>	Family Drug and Alcohol Court team	<b>Grade:</b>	5
<b>Location:</b>	454 Foleshill Road – Central team		

### Our values:

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.

### Job Purpose:

The post holder will provide specialist substance misuse expertise to the multi-disciplinary assessment of parents referred to the service whilst their children are subject to Court proceedings. The post holder as senior substance misuse worker will provide a supervisory role to the FDAC substance misuse worker.

### Main Duties and Responsibilities:

1. To provide specialised clinical assessments of parents/carer's where substance misuse has resulted in their children being subject to court proceedings. Upholding the FDAC model and working to the national standards of practice.
2. To contribute to the initial FDAC assessment of the parent, write non lawyer review reports and Final FDAC assessment reports reflecting the parental strengths and difficulties and whether these can be overcome in the timeframe for their child
3. To formulate for the formal planning of the intervention plan for the FDAC Trial for change with specific specialist advice to enable the parent /carer to achieve abstinence, taking into account the multiple theoretical perspectives and employing methods based upon evidence to manage presenting risk to the individual's health and wellbeing as well as behaviours as a result of their substance misuse difficulties.
4. To be responsible for the implementation of a range of interventions for parents/carer's in addressing the substance misuse. Assessing the immediate risk and management relevant to the individual parent/carer and providing specific substance misuse related and general health advice.
5. To develop effective relationships with the Parent, communicating with them in a highly skilled and sensitive manner. to impart information concerning the assessment, formulation and treatment of the parent as well as the sharing of difficult information.



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6. To be responsible for the implementation of a range of interventions for parents/carer's adjusting and refining formulations with the FDAC team drawing upon different explanatory models and applying thinking forensically to problem solve.
7. To attend the FDAC court and contribute to the operation of the FDAC service from the Court on a weekly basis. Compiling assessments and reports for the court in accordance with the procedures and fidelity of the model.
8. To facilitate drug and alcohol testing of clients within the FDAC process ensuring timely collection and liaising with both the toxicology and the commissioned treatment agency.
9. The post holder should work flexibly outside of the office hours including some evenings and weekends to meet the needs of the service.
10. Maintain performance and development practice and experience in line with personal targets as agreed through supervision.
11. Any other duties and responsibilities within the range of the salary grade

The post holder must comply with Coventry City Council's health and safety policy and in particular is required:-

- To take reasonable care for their own health and safety at work and of those who may be affected by their actions or by their omissions
- To cooperate with their line manager and senior management, to work safely, to comply with health and safety instructions and information and undertake appropriate health and safety training as required
- Not to intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare
- To report to their manager any health and safety concerns, hazardous condition or defect in the health and safety arrangements.

**Any further Health and Safety responsibilities relevant to this post will be set out in the offer letter and Written Statement of Particulars**

The post holder must comply with the Interagency procedures of the Safeguarding Boards and Coventry City Council's policies for safeguarding children and safeguarding adults and in particular is required:-

- To ensure they are aware of the signs that may suggest a child or vulnerable adult is being abused or neglected
- To report to their manager, or other appropriate manager, any concerns they may have that suggest that a child or vulnerable adult may be being abused or neglected immediately

**Any further Safeguarding Board responsibilities relevant to this post will be set out in the offer letter and Written Statement of Particulars**

Post holders will be accountable for carrying out all duties and responsibilities with due regard to the City Council's Workforce Diversity and Inclusion Policy.

Duties which include processing of any personal data must be undertaken within the corporate data protection guidelines.

**Responsible for:**

**Responsible to:** FDAC Senior substance misuse worker and the FDAC team manager

**Date Reviewed:**

**Updated:** October 2021



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## Person Specification

<b>Job Title:</b>	FDAC parental substance misuse worker.	<b>Job Number:</b>	
<b>Service:</b>	Family Drug and Alcohol Court team FDAC	<b>Grade:</b>	5
<b>Location:</b>	454 Foleshill road – Central Team		

Area	Description
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<b>Knowledge:</b>	<ul style="list-style-type: none"> <li>• knowledge of relevant legislation around substance misuse guidance and governing principles underpinning substance misuse</li> </ul>
	<ul style="list-style-type: none"> <li>• Knowledge of what constitutes complex substance misuse, assessments and designing harm reduction, relapse prevention and recovery plans</li> </ul>
	<ul style="list-style-type: none"> <li>• Knowledge of the range of service users and their needs understanding the risk that exposure to substance misuse will have on their children.</li> </ul>
	<ul style="list-style-type: none"> <li>• Knowledge of solution focussed practice.</li> </ul>

<b>Skills and Abilities:</b>	<ul style="list-style-type: none"> <li>• Capacity to work independently and as a team and to take initiative -self organisation skills, prioritising tasks to achieve outcomes and meet the court deadlines. To work autonomously and seek advice when necessary.</li> </ul>
	<ul style="list-style-type: none"> <li>• To undertake assessments that are focussed on the individuals substance misuse and parenting difficulties.</li> </ul>
	<ul style="list-style-type: none"> <li>• Skilled in anticipating and responding appropriately to situations of conflict.</li> </ul>
	<ul style="list-style-type: none"> <li>• Ability to understand the impact of foetal alcohol syndrome and problematic drinking in pregnancy.</li> </ul>
	<ul style="list-style-type: none"> <li>• Highly skilled communicator</li> </ul>
	<ul style="list-style-type: none"> <li>• The post holder will be expected to keep records and to communicate effectively with the Team, services users, CAFCASS, children’s services, the court and other relevant agencies, complying with legislation in terms of confidentiality and data protection.</li> </ul>
	<ul style="list-style-type: none"> <li>• The post holder will be culturally sensitive and experienced in working with a range of people from diverse backgrounds age and ability.</li> </ul>
	<ul style="list-style-type: none"> <li>• To adhere to the clinical research governance and guidelines including attendance at recommended mandatory training – Data protection and governance related training.</li> </ul>
	<ul style="list-style-type: none"> <li>• To adhere to the FDAC national standards of practice in line with the national approach to ensuring that the fidelity of the model is retained and practiced in a consistent way.</li> </ul>
	<ul style="list-style-type: none"> <li>• Ability to liaise with the toxicology laboratory to ascertain the nature of anomalies in the drug testing results and any contraindications from prescribed medicines, the chemical decomposition of substances and the possible relationships of a substance to prescribed medications.</li> </ul>



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	<ul style="list-style-type: none"> <li>To develop an understanding of the wider impact of substance misuse on parenting and in pregnancy and a developing knowledge of the issues of risk for children whose parents misuse substances.</li> </ul>
	<ul style="list-style-type: none"> <li>Able to recognise when to use statutory or “professional “authority and use it sensitively and responsibly, with clarity of the role of the agency.</li> </ul>
	<ul style="list-style-type: none"> <li>Ability to present written and verbal evidence to the court as a specialist FDAC professional witness.</li> </ul>
	<ul style="list-style-type: none"> <li>the development and articulation of best practice in the project with the specialist skills of reflexive and reflective substance misuse practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field.</li> </ul>

<b>Experience:</b>	<ul style="list-style-type: none"> <li>Experience of undertaking complex substance misuse assessments and designing harm reduction, relapse prevention and recovery plans</li> </ul>
	<ul style="list-style-type: none"> <li>Experience of delivering substance misuse focussed brief intervention.</li> </ul>
	<ul style="list-style-type: none"> <li>Experience of undertaking oral swabs and urine test collections analysing results.</li> </ul>
	<ul style="list-style-type: none"> <li>Experience of working with parents and their children where risk has been identified as a direct result of parental substance misuse.</li> </ul>
	<ul style="list-style-type: none"> <li>Experience of working in a multi-disciplinary team to manage risk taking behaviours</li> </ul>
	<ul style="list-style-type: none"> <li></li> </ul>

<b>Educational:</b>	<ul style="list-style-type: none"> <li>Qualification in substance misuse equivalent to National open college network level 3 tackling substance misuse and or counselling and substantial experience working in the drug and alcohol field</li> </ul>
	<ul style="list-style-type: none"> <li>Qualified in motivational interviewing</li> </ul>

<b>Special Requirements:</b>	<ul style="list-style-type: none"> <li>The post is exempt under the rehabilitation of offenders Act 1974 and as such appointment to this post will be conditional upon the receipt of a satisfactory response to a check of police records via Disclosure and Barring (DBS)</li> </ul>
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**Date Reviewed:**

**Updated:** October 2021