

Job Description and Person Specification



Job Description

Job Title	Trauma Informed Practitioner
Grade	5
Service	Childrens Services
Reports to	
Location	City Wide
Job Evaluation Code	A5805



About Coventry City Council

Who we are: At Coventry City Council we are dedicated to making a positive difference to the services we deliver to the diverse citizens of Coventry. The work we do improves people's lives – from helping them into work to providing clean and green places to live, to keeping people safe and protected.

As a Coventry City Council employee, you have our ongoing commitment to your growth and development with opportunities to work across multiple service areas including customer contact, public health prevention and education and skills, adults and children's services and provide support for the most vulnerable.

Our aim is simple – to be globally connected, locally committed, deliver our priorities with fewer resources whilst effectively managing our performance and measuring our progress.

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:



About the Service your team will provide

Purpose of the role

The Trauma Informed Recovery Support (TIRS) support worker will be a key part of the systemic and cultural change across the integrated care system supporting the Vision, Mission, Values, and strategic aims of the framework which aims to improve the lives and wellbeing of some of the most complex children and young people. This post and delivery will be based and integrated within Children and Family Support in both Coventry and Warwickshire, specifically in the Edge of Care Services. There will be a need to apply multi-disciplinary skills in the work, with a caseload commensurate with need and complexity.

The post holder will work directly with young people aged 11-18 years old. The work requires the postholder to work alongside other Children and Family Support staff and partners to proactively engage with some of our most vulnerable and challenging young people to access the support they need to prevent any potential escalation of violence, reduce the risk of repeat victimisation/exploitation and support the decrease in numbers of young people becoming 'Looked After'

This post is based on a social prescribing model aiming to improve outcomes for young people open to the service. The postholder will need experience of working with 'high risk,' vulnerable young people, be able to function as part of a multidisciplinary team, and have a flexible, empathetic approach to your work. There will be a need to be able to respond on a rapid and intensive basis as appropriate to identified risk and need.

Main Duties & Key Accountabilities

Duties & Responsibilities

- Intensively work holistically and flexibly with identified children and young people who are at risk of becoming 'Looked After' or have already become 'Looked After'; who are risk of serious offending/open to youth justice; stepping down from the secure estate and with extended non-school attenders and have the opportunity for a more positive set of life experiences and chances.
- Focus on relationships and commit to work restoratively with identified young people and their families and teams of practitioners working to support them
- Undertake relevant casework and assessments, on occasions this will enhance existing assessments, provide support and planning, ensuring timeliness and accuracy of recording on all relevant database(s)
- Working together with social workers and other professionals, including those working in the third and voluntary sector, to implement practical and emotional support, promoting a strong culture of collaboration and social prescribing built through joint and multidisciplinary working and a shared vision in supporting the child and family.
- Delivery of direct work with children through their plans of support to ensure our focus is the voice of the child.
- Robust promotion and adherence to the TIRs model of working including the multidisciplinary approach.

Core Knowledge

- To work in a restorative way, developing strong relationships to support families to help themselves, empowering young people, and families to make their own decisions and actively engage in their plan of support or intervention.
- To work as part of a multi-agency team with parents, young people and children to positively make a change in family behaviours.
- Ensure that plans of individual service with young people are based on social prescribing and co-production that reflect the expressed needs and wishes of the young person.
- To act as a positive role model for parents/carers in a range of contexts including groups, drop-in sessions, 1-1 work.
- To be responsible for various levels of family support with individual families working in their home or other community settings as appropriate.
- To deliver evidence-based interventions on an individual and group basis, with consent from the family, ensuring that it is proportionate to the needs of the child and the family.
- To provide signposting information and direct advice and guidance to families on child development and parenting using evidence-based practice.
- To work as part of a multi-agency team that can be located and/or providing services anywhere in the county.
- To focus on the voice of the child and the family to achieve outcomes with their voice at the centre of our engagement.
- To communicate effectively with children, families, colleagues and other agencies in order to share information and skills.
- To work within the Procedures of Coventry Safeguarding Children's Board to effectively safeguard and protect children.
- To demonstrate accountability, within the prevailing legislative framework and council policies and procedures with supervision of the line manager.
- To attend appropriate continuous development activities as are required and suitable, in agreement with the line manager.
- To have responsibility for safe and appropriate working practices, including home visiting or lone working.
- To complete recording, monitoring, planning and evaluation systems in line with Service processes and requirements including those required by the TIRS project.
- To attend and participate in all team meetings and all appropriate meetings as directed.
- To attend and participate in all training and development activities required as part of the role.
- Any other duties and responsibilities within the range of the salary grade.

Key relationships

External	Internal

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.

Smoke Free

The City Council is Smoke - Free. Smoking is not permitted on any of our premises or the surrounding land including car parking facilities.

Training

The postholder must attend any training that is identified as mandatory to their role.

Responsible for:

Staff managed by postholder:

N/A

Person specification

Job Evaluation Code	
Knowledge	
An understanding of issues which impact on young people's needs and behaviours.	
Understanding of appropriate and effective problem-solving intensive interventions with young people including 1:1 support and work with families	
A thorough knowledge of issues relating to child protection	
Satisfactory check through the Disclosure and Barring Service.	
Skills and Abilities	
Ability to engage and motivate young people.	
Ability to establish good working relationships with young people based on respect and openness	
Ability to work using own initiative	
Ability to work effectively within teams and as an individual	
Commitment to anti-discriminatory practice, safeguarding and confidentiality.	
Understanding of safeguarding and child protection responsibilities	
Ability to work well as a team and on a multidisciplinary basis with other colleagues, including managers and other multi-agency workers.	
Minimum of 1-year experience of continuous Family Support Work, working with and supporting families, including in their home, or in another setting and achieving a satisfactory performance level.	
Ability to communicate effectively and form good working relationships with young people and their families to support and motivate them to address presenting problems and issues which may be impacting upon the family relationships.	
Significant experience of engaging and working with vulnerable families and children with challenging needs and/ or behaviour, as portrayed by work examples.	
Ability to use own initiative appropriately to respond independently to problems and unexpected situations within defined boundaries of work, as agreed in supervision.	
Ability to manage, update and prioritise case work/files	
Ability to work under a high degree of pressure including meeting unpredictable deadlines and dealing with conflicting demands.	
Ability to communicate fluently, in writing and verbally with a range of people from diverse backgrounds and professions.	

Ability and experience to cope with significant emotional demands, caused by contact with the most vulnerable children and families.
Proven track record of continuous professional development in relevant disciplines.
Effective written, verbal and presentation skills and demonstrate ability to write clear, concise, accurate reports, case notes and support plans
Ability to undertake appropriate assessments of the needs of young people and their families to support and implement effective support plans
Able to work with vulnerable and marginalised groups, promoting equality diversity and inclusion.
Experience
Experience of working with young people who have complex needs and exhibit emotional and behavioural difficulties
Experience of creative and innovative approaches to engage vulnerable and hard to reach young people
Experience of data protection, recording sensitive information, maintaining case files and adhering to confidentiality policies
Experience of working in a multi-agency capacity, ensuring collaboration with partner agencies and promoting relational practice.
Qualifications
NVQ Level 3 or above or other equivalent qualification in Social Care, Youth work, Children & Family Work or Child Care Field etc.
Special Requirements
This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. A Criminal Record Disclosure will be required prior to appointment.

Date Created	January 2023	Date Reviewed	January 2023
---------------------	--------------	----------------------	--------------