

Job Description

Job Title: Highly Specialist Parent/Carer Practitioner	Service Area: London Vanguard Clinical Team– Community Multi Systems Violence Reduction Programme and the Framework for Integrated Care (Community)	
Directorate: Children and Young People's Service (matrix managed by- NHS Operational Lead for Vanguard Clinical Team)	Post Number:	Evaluation Number: JE6797
Grade: PO2	Date last updated: April 2023	

People at the heart of everything we do

We are committed to putting people – Newham residents and Council staff – at the heart of all we do. Our approach is a collaborative joint enterprise between residents, the Mayor, Members, Council staff and the Corporate Management Team.

Equality and diversity

We are committed to and champion equality and diversity in all aspects of employment with the London Borough of Newham. All employees are expected to understand and promote our Equality and Diversity policy in the course of their work.

Protecting our staff and services

Adherence to health and safety requirements and proper risk management is required from all employees in so far as is relevant to their role. All employees are expected to understand and promote good health and safety practices and manage risks appropriately.

Corporate parent

We believe that every member of staff working for Newham Council should understand and fulfil our corporate parenting responsibilities for our looked after children that we have under the Children and Social Work Act 2017.

What is the Vanguard?

NHS England and Improvement (NHSEI) London Health and Justice Team and NHSEI London Violence Reduction Programme selected the North East London Integrated Care system (NEL ICS), alongside two others in London, to develop and mobilise a model of care for children and young people aged up to the age of 25 years old.

The London Vanguard's overarching vision is to facilitate trauma-informed systems and multiagency working which enables vulnerable children and young people affected by violence to thrive.

These Children and Young people have complex unmet needs and associated levels of high risk, high harm behaviours and vulnerability and often find themselves in the justice, secure, inpatient mental health and Looked after Children pathways. The service will aim to:

- Improve the lives of young people, their families, and communities
- Put children and young people and their parents/carers at the heart of the care and support delivered by services
- Encourage collaborative working across services to improve children and young people's access to and engagement with psychosocial and psychological support.
- Address inequalities in communities
- Facilitate trauma-informed systems and multiagency working which enables vulnerable children and young people affected by violence to thrive

The Vanguard will build on existing services and infrastructures in the community - plugging gaps in expertise and capacity as required – and enabling existing partners to work more collaboratively and engage new partners. This will involve understanding ways of working alongside young people and families to develop solutions that address the underlying social, cultural, and emotional issues shaping serious youth violence and exploitation. It is hoped that the work being developed will generate youth led solutions that are co-produced and responsive to the needs of young people in Newham – a key element and thread in this programme. We will also aim to address the wider social, cultural and political contexts that contribute to and create marginalisation and inequality as well as highlight the voices, experiences, resources and creativity of young people so that they can begin to lead the debates about the issues impacting on their lives

Children and young people are at the heart of this programme. From the inception of our various strategies which focus tackling adolescent exploitation and violence, children and young people's views, experiences and opinions have helped shape the plans we put in place, as well as increasingly, the support they receive and our systems change work and priorities. Children and young people up to the age of 25, as well as their parents and foster carers will help shape our Vanguard programme at different levels, and over the course of the 3-year programme, will focus our participation work on young people leading and influencing this agenda more powerfully.

The programme works regionally across Newham and Waltham Forest and will be delivered by a dedicated multi-disciplinary response team, which will be integrated into current service provision.

Overall Purpose of the Job

- To undertake direct work with parents and carers of children and young people* who are at risk of and affected by youth violence and exploitation - responding to their specific needs and concerns, and supporting them to build positive, protective relationships with the children and young people in their care.
- To be an integral part of the Vanguard Clinical Team, delivering courses, one-to-one early intervention support, coaching, peer-led parent workshops and events to parents and carers, as well as to a wide range of services, ensuring a focus on quality, impact and fidelity of the programme in all areas.
- To provide support to other practitioners who are working directly with high-risk young people and their families (including in partner agencies and Voluntary Sector

Providers) to shape and deliver a relational and trauma-informed programme of structured support that will help these families understand risk factors, develop positive strategies, and prevent them from becoming involved in violent crime.

- To work in partnership with other key internal and external agencies to develop and deliver bespoke packages of support via an intensive, systemic and solution-focused approach.
- To ensure processes are efficient, supporting the day to day running of the courses and workshops as well as its future development.
- The post holder will undertake relevant administration tasks in a timely manner adhering to deadlines within the programme delivery that ensure the quality and smooth running of the groups and workshops.
- To act as part of the Vanguard Clinical team, delivering whole family support, but focusing specifically on direct work with parents and carers.

*The young people accessing this programme will have complex unmet needs and associated levels of high risk, high harm behaviours and vulnerability and often find themselves in the justice, secure, inpatient mental health and Looked after Children pathways.

Job Context

1. The post holder is part of the Vanguard Clinical Team which is a partnership between the London Borough of Newham and East London NHS Foundation Trust.
2. The post holder reports to the Operational and Clinical leads for the Vanguard Clinical team as part of matrix management arrangement and has an allocated line manager in Early Help, within the Children's Health 0-19 service.
3. The post holder has no line management or budgetary responsibility.
4. The post holder's usual working hours will be Monday – to Friday 9-5. There may be some evening work required to meet service need.

Key Tasks and Accountabilities

Key tasks and accountabilities are intended to be a guide to the range and level of work expected of the post holder. This is not an exhaustive list of all tasks that may fall to the post holder and employees will be expected to carry out such other reasonable duties which may be required from time to time.

1. To work proactively with the parents/carers of young people with complex unmet needs and associated levels of high risk, high harm behaviours and vulnerability and often find themselves in the justice, secure, inpatient mental health and Looked after Children pathways to help reduce/eliminate risks and increase protective factors.

2. To plan, deliver and review evidence-based and co-produced support to an allocated caseload of families – working flexibly within the community, and including group work as required.
3. To deliver groups and peer-led parent workshops and events to a wide range of services, ensuring a focus on co-production, quality and meaningful impact.
4. To adopt a 'contextual safeguarding' focus, and deliver trauma-informed, restorative work to the parents and carers of young people up to the age of 25 as required.
5. To adopt a strength-based, systemic approach to supporting young people and encourage opportunities for learning and change through the use of psychologically informed models.
6. To build relationships with parents, carers and families to help address any risk factors that may exist, support in managing behaviours within a contextual safeguarding context, and to build positive and protective relationships that will reduce the risk of young people being involved in high harm behaviours.
7. To monitor risk of harm to children and others within and outside the family, seek professional advice and take appropriate action/escalate as required.
8. To coordinate multi-agency package of support and seek consultation from clinical and social work professionals regarding specific families where necessary and/or helpful to achieving change for that family.
9. To support the evaluation of the intervention being delivered by capturing and reflecting on relevant performance information and outcomes data as required.
10. To make best use of limited financial resources for supporting families working within established procedures, and linking young people and families in to existing projects and support.
11. To take part in case conferences, reviews and meetings as appropriate, ensuring that children and young people who use services and their family/carers are supported in making a full contribution to the meetings.
12. To ensure that review reports are prepared and presented to a high standard, within allocated timescales and evidence the involvement of children, young people, parents and carers.
13. To complete all necessary administrative procedures and maintain high standards of record keeping, ensuring that information is timely, accurate and complete and complies with statutory recording requirements.
14. To develop and maintain strong relationships with schools, colleges, specialists, support groups and networks to strengthen support available to the parents/carers of young people who are at risk of exploitation.

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15. To contribute to developing an organisational culture which is positive, forward-looking, outcomes-focused and committed to continual learning and development, including undertaking relevant training as required.
16. To value and celebrate the diversity of the community and organisation through personal example, open commitment and clear action and promote equality of opportunity in service delivery.
17. To attend and contribute to one to one supervision, appraisals and team meetings, and ensure the team manager is informed of any circumstances requiring management oversight including issues around safeguarding.
18. To coach and proactively support others using comprehensive knowledge to develop the quality of their practice.
19. To ensure that Health and Safety and Safeguarding policies and procedures are followed at all times.
20. Work to the prescribed quality standards set for the provision.
21. To carry out any other duties in line with the purpose and grade of the job.
22. To attend weekly team meetings

Politically Restricted Posts

In accordance with this legislation, this post is politically restricted and as such the post holder must refrain from being a candidate for election, an election agent or sub agent, an officer of a political party, or subcommittee of such a party or canvass, speak to the public at large, publish written or artistic work or display posters in support of a political party or sub group of such a party.

Personal Specification

Job Title: Highly Specialist Parent/Carer practitioner	Service Area: London Vanguard Clinical Team– Community Multi Systems Violence Reduction Programme and the Framework for Integrated Care (Community)	
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Grade: PO2	Date last updated: April 2023	

Important Information for Candidates

The criteria listed in this Person Specification are all essential to the job. Where the Method of Assessment is stated to be the Application Form, your application needs to demonstrate clearly and concisely how you meet each of the criteria, even if other methods of assessment are also shown. If you do not address these criteria fully, or if we do not consider that, you meet them, you will not be shortlisted. Please give specific examples wherever possible.

Criteria:	Method of Assessment :
Equality and Diversity We are committed to and champion equality and diversity in all aspects of employment with the London Borough of Newham. All employees are expected to understand and promote our Equality and Diversity Policy in the course of their work.	
Protecting our Staff and Services Adherence to Health and Safety requirements and proper risk management is required from all employees in so far as is relevant to their role. All employees are expected to understand and promote good Health and Safety practices and manage risks appropriately.	
Knowledge: <ul style="list-style-type: none"> An awareness of relevant children's legislation and policies – particularly in relation to exploitation and contextual safeguarding. Good understanding and awareness of contextual safeguarding principles and issues, including risk assessment. 	Application Form / Interview

<ul style="list-style-type: none"> • An understanding of delivering culturally appropriate services that are responsive to the needs of young people and their families. • Accountable for ensuring the highest professional standards and professional conduct. • Knowledge and awareness of the issues relating to communities from different ethnic and cultural backgrounds and Equal Opportunities. • Understanding and knowledge of the workings of local government and including its legal, financial social and political context, political processes and the current issues faced in a multi-cultural area. • Some understanding of working with community, voluntary sector and / youth services and /or activist groups who work with the most marginalised you • Understanding of a relational, systemic and trauma-informed approach to serious youth violence and exploitation from a community perspective. This will involve understanding ways of working alongside young people to develop solutions that address the underlying social, emotional and mental health that underlie serious youth violence and exploitation (desirable) 	
<p>Qualifications:</p> <ul style="list-style-type: none"> • Evidence of continuous professional development • Completed and passed all 6 units of OCN Level 3 "Training to Work with Parents for Professionals and Volunteers" OR the recognised Parent Group Leader Training (not required, but preferable). 	<p>Application Form / Documentation</p>
<p>Experience:</p> <ul style="list-style-type: none"> • Comprehensive experience of delivering positive change for at risk young people and families. • Extensive experience of coaching and supporting others to develop the quality of their practice. • Previous experience of delivering evidence based interventions to parents & carers to promote young person and family positive wellbeing and mental health in a range of settings: including working with individuals or small groups. • Experience of facilitating courses and / or mentoring or coaching for parents. • Experience of communicating verbally and in writing with parents, schools and community groups. 	<p>Application Form / Interview</p>

<ul style="list-style-type: none"> • Experience of working efficiently, effectively and accurately in a community and virtual settings. • Experience of using own initiative and creativity to achieve results. • Experience of undertaking administrative functions of facilitating and monitoring groups, workshops and outreach. 	
<p>Skills and Abilities:</p> <ul style="list-style-type: none"> • Ability to assess need and risk and analyse this information in order to plan effective intervention. • Ability to deliver effective intervention that achieves positive, measurable outcomes for young people/families and achieve best value. • Ability to persevere in the face of challenges not taking no for an answer to engage parents & carers in services. • Ability to come up with innovative ideas, to engage families and colleagues to build meaningful, trusted relationships with the service. • Ability to make decisions at a level appropriate to the role, achieve success, create innovation and embrace change. • Ability to work in partnership with children, young people, their families and with carers, and other providers including statutory and/or third sectors to deliver self-directed services. • Ability to form appropriate professional relationships and boundaries with children, young people, carers and their families. • Ability to work effectively as part of a team. • Ability to provide clear, accurate, and timely case recording and summaries, letters and reports, and the ability to present reports. • Excellent communication, influencing and networking skills and ability to negotiate effectively and achieve desired outcomes. • Ability to embed the ethos of Empowering parents and empowering communities in your facilitation of groups and workshops: <ul style="list-style-type: none"> – Empathy – Non-judgemental – Strengths based – parents are good enough – Active and reflective listening skills – Validating and acknowledging – Boundaries and role modelling behaviours • Ability to organise task and workload independently and meet timescales, demonstrate accountability and seek appropriate management oversight. 	<p>Application Form / Interview / Test</p>

<ul style="list-style-type: none"> • To demonstrate continuing development, related to practice and contribute positively to the process of supervision and appraisal. • High level of IT literacy and confident using online platforms to engage effectively with young people and families if / when required. • Ability to integrate an equalities, social inclusion and valuing diversities approach in service delivery. • Experience of contributing and using judgement to find innovative ideas in order to solve problems creatively. • Able to be part of difficult and challenging conversations to resolve challenges and difficulties in practice through the supervision and reflective practice space. • Ability to deal with sensitive information in a confidential manner. • Understanding of safeguarding responsibilities and action to take. 	
<p>Other Special Requirements:</p> <p>This role is subject to an Enhanced DBS check and is exempt from The Rehabilitation of Offenders Act (1974).</p>	<p>Application Form</p>