

Bristol Drugs Project

Job Description: Family Support Worker (Social Care)

Bristol Recovery Orientated Alcohol & Drugs Service (ROADS)

Accountable to the Chief Executive, through the Community Services Manager.

1 Job Purpose

This role is a key interface between Bristol ROADS and Bristol City Council's Social Care support for children and families, supporting parents who use drugs and have children living with them under Children in Need or Child Protection levels of safeguarding intervention. This to combine parents already in ROADS (already receiving structured treatment) or who would benefit from ROADS services and thus facilitating their engagement with those services. The focus of the role to safeguard children and to support this, support individuals to make positive changes to their alcohol and other drug use.

The role will encourage and motivate parents to meet their individual goals in changing their substance use. To further understand the impact their alcohol or other drug use is having on their children and mitigate the harm evidenced as an Adverse Childhood Experience. In addition, to ensure parents have access to services across ROADS and other services that may provide a range of support to meet their individual needs. To do this successfully the role will work closely with Children's Social Care, Families in Focus, Family Hubs and Children's Centres.

2 Principal Accountabilities

- 2.1 To provide targeted services to encourage ambition, to motivate and support parents to make changes to their alcohol and other drug use to safeguard their children.
- 2.2 To increase access to services within Bristol ROADS for parents who use alcohol and other drugs.
- 2.3 To work collaboratively with children and family services e.g. Bristol's Early Help service Families in Focus, Family Hubs, Children's Social Care and Children's Centres, where parental alcohol and other drug use has required Child Protection or Children in Need Plans.
- 2.4 To provide a comprehensive, time- set package of care to parents through an Intensive Family Support service using evidence-based interventions to address alcohol or other drug use and its impact on their children. These are delivered through home visits and other assertive outreach methods.

- 2.5 To support workers within Children's Social Care, Families in Focus, Family Hubs and other Children's Centres to have a better understanding of substance use and the impact of parental drug and alcohol use on children.
- 2.6 To facilitate parents' contact with ROADS treatment and recovery services.
- 2.7 To develop relationships with families where drug and alcohol use is an issue and provide initial interventions.
- 2.8 To support/signpost the children of substance using parents and link them in with other services that can meet their needs e.g. Bristol Youth, M32 Youth Groups, Young Peoples Specialist Substance Misuse Treatment Team and the Drugs and Young People's Project.
- 2.9 To work within local processes as Single Assessment Framework, First Response, Families in Focus, Signs of Safety and provide liaison with Children's Social Care to ensure that service users' children are safeguarded which will also include Team Around the Family, Conference and Core Group attendance and contribution in written and verbal reports.
- 2.10 To promote 'Whole Family' working across ROADS, encouraging parents to access and successfully engage with appropriate services to meet their individual needs.
- 2.11 To help contribute to the design and delivery of awareness, skills and competency packages for children young people and family workers to better identify drug and alcohol use within families and promote referrals and co-working with ROADS.
- 2.12 To develop and maintain effective contact with other agencies, working with parents and children, including Children's Social Care, Families in Focus, Family Hubs and Children's Centres.

General Duties

- 2.13 To be proactive in reviewing and evaluating own performance and identifying and acting on areas for improvement and development.
- 2.14 To provide advice and assistance to the CEO and the Board of Trustees about the development of resources available to the service.
- 2.15 To maintain appropriate records (both electronic and manual), within required timescales.
- 2.16 To assist in the recruitment, training and where appropriate, to be responsible for, the support of volunteers and supervision of students on placement.
- 2.17 To assist in the promotion and education work undertaken by the role.
- 2.18 To attend such internal and external meetings as directed.

- 2.19 To take all reasonable steps to comply with the Health & Safety at Work Policy.
- 2.20 To work within the framework and spirit of the agency's Equalities Policy and Code of Professional Conduct within BDP, and in all dealings with other agencies.
- 2.21 After reasonable consultation, to undertake any other task which is necessary, if called to do so by the Community Services Manager.

3 Dimensions

3.1 Finance

- 3.1.1 No budget responsibilities.

3.2 Staffing

- 3.2.1 Working within the Community Team, alongside other paid staff and volunteers.

3.3 Environment

- 3.3.1 Working flexibly in multiple locations, including Children's Social Care, Families in Focus, Family Hubs, Children's Centres BDP premises and appropriate community settings or family homes.
- 3.3.2 Hours of work: as specified in contract of employment. Regular out of hours commitment, including evenings and weekends, are required as part of normal working hours for this post to provide a six day a week service, 52 weeks a year. Core hours are usually between 9am and 8pm, six days a week.
- 3.3.3 Travelling is an integral part of the work.

3.4 Technology

- 3.4.1 A standard level of involvement with office equipment, including routine use of Theseus, ROADS electronic case management system.

4 Supervisory Responsibilities

- 4.1 To provide general supervision to sessional workers, students, peers and volunteers, as appropriate.

5 Qualifications and Experience

Set out at Person Specification

6 Job Context

6.1 Key Contacts

- 6.1.1 Inside Bristol Drugs Project and ROADS: all staff, volunteers and peers.
- 6.1.2 External to Bristol Drugs Project and ROADS: Families in Focus, Family Hubs, Children's Social Care, Children's Centres, health services (e.g. GPs and Health Visitors) and a wide range of generic and community based services.

7 Scope for Impact

7.1 Decisions that can only be made with reference to line management.

- 7.1.1 Policy changes; anything which would significantly impact on the rest of the organisation; anything with financial implications; significant service development; representing the agency to the media or other organisations.

7.2 Decisions that can be made without reference to line management.

- 7.2.1 Detailed operational issues and organisation/prioritising of work.

8 Special Notes or Conditions

- 8.1 An enhanced Disclosure and Barring Service check is a prerequisite of offer of employment.
- 8.2 This is a post in a developing service, which involves a wide range of agencies. The priorities for this role will be under review and may change as the service develops requiring flexibility from the post holder.

PERSON SPECIFICATION: INTENSIVE FAMILY SUPPORT WORKER

The person appointed to this post will be able to demonstrate that they have acquired, (or where appropriate have the potential to develop) the following:

Essential criteria
<p><u>Personal Qualities</u></p> <ul style="list-style-type: none">• Empathy• Non-judgemental approach• Welcoming• Commitment to empowering services and service users to be effective parents• To have stamina and ability to work under pressure• An ability to demonstrate that you can make individual contributions that complement, develop and promote the aspirations of the role and its work
<p><u>Competencies and Skills</u></p> <ul style="list-style-type: none">• Good communication, counselling and key working skills• Relationship building skills• An ability to deliver recovery-focused ambitious outcomes with service users• Experience of working with Safeguarding in partnership with Children's Social Care or equivalent• Experience of planning and delivering groups• Presentation and training skills• Networking and liaison skills• Planning and organisational skills
<p><u>Experience & Knowledge</u></p> <ul style="list-style-type: none">• Minimum one year's experience of working directly with individuals using alcohol and other drugs or lived experience• Proven experience of working with parents and families, with understanding of a 'Whole Family' approach• Experience of working with multidisciplinary teams and settings• Knowledge, understanding and empathy of the stigma and barriers to seeking help experienced by drug and alcohol users who are parents

<ul style="list-style-type: none"> • Up to date knowledge of evidence-based approaches to treatment and skills in effective approaches e.g. motivational interviewing, CBT, brief solution focussed therapy and use of ITEP style interventions • Knowledge and understanding of the impact that drug and alcohol use has within different Bristol communities • Commitment to Keeping Bristol Safe Partnership Multi Agency Training and approaches as Signs of Safety
<p><u>General</u></p> <ul style="list-style-type: none"> • A full UK driving licence and access to independent transport to fulfil the role requirements • A commitment to BDP's Equalities Policy and Practice
<p>Desirable criteria</p>
<ul style="list-style-type: none"> • Relevant qualification, e.g. Substance Misuse, Social Work, Nursing, Counselling, Health and Social Care, Whole Family Worker or similar relevant discipline • Lived experience of problematic alcohol/ drug use with 2 years recovery in the community • Fluent in a South Asian, East European or other language widely spoken by Bristol's population