



“Early Break is a young people and family charity that believes excellence at all points of delivery is a requirement. If you take pride in your work, are hardworking, want to be professionally challenged and are passionate to make a difference in the lives of others then our organisation could well suit you. We have a strong set of values determined by staff which we continuously work towards. It is our shared expectation our staff will be “professionally curious” both in their delivery and ongoing professional development.”

Vicky Maloney, CEO

Role Name	Substance Misuse Worker within the Rochdale Family Safeguarding Partnership
Expectations of an EB worker	You will be a worker who is accountable and responsible within your own practice. You will make use of the strong support network this role offers. You will work at depth and support your colleagues to do the same as opportunities arise. You will be driven to offer an excellent service for all you encounter within the context of the role. You will be committed to ever improving your delivery and you will inspire others through your own success in the role.
Key Focus/Role Purpose	<p>Family Safeguarding Partnership has a strong evidence base demonstrating positive impact for families who are facing complex challenges. The model involves the development of multi-disciplinary teams of social workers, domestic abuse, adult mental health and substance misuse specialists who work alongside families in accordance with their needs and vulnerabilities and uses motivational interviewing techniques to empower and engage parents to make the positive changes needed to achieve improved outcomes for their children and their own wellbeing.</p> <p>You will be employed by Early Break but will work within the multi-disciplinary Family Safeguarding Team with dedicated time spent with your Early Break Manager and colleagues. Day to day work allocation and case responsibility will be managed by the Children’s Services Team Manager.</p> <p>As the Substance Misuse Worker within this multi-disciplinary team, your role will be to deliver psycho-social interventions both within 1:1 sessions and group sessions to parents to address their substance related needs and refer to clinical services as required.</p> <p>To represent the service at relevant meetings.</p>

	To understand the theoretical model upon which Early Break is based and work within the person-centered ethos.
Role Size	Early Break scale 12-15 £27,490 - £29,959
Minimum Qualifications/experience	Relevant professional qualification e.g. in social work, teaching, youth & community work, family work, substance use, NVQ level 3. Relevant experience in similar setting.
Reports to	Operational Manager and Managers with Children's Social Care as part of a matrix management model

Key deliverables

- To manage a high case load of adults whose families are open to Children's Social Care (as Child in Need or Child in Need of Protection) and where the parents are experiencing problems related to primarily substance misuse and other vulnerabilities
- To deliver 1:1, face to face work, and where appropriate group work with the parents and manage the appointments to best meet clients' needs in accordance with Early Break Policies and Procedures. This may include evening and/or weekend sessions.
- To carry out home visits to the families on your case load
- Complete a full assessment of each client's needs and develop, monitor and review SMART care plans for each individual client using agreed systems
- Offer structured treatment interventions, including substitute prescribing, if required and appropriate
- To ensure that all necessary administration, recording and reporting is undertaken to specified deadlines using the Children's Services and agreed substance database
- Strong awareness of legislation as it applies to adults at risk, children and young people particularly focused on Safeguarding, substance misuse, criminal justice and Emotional Health and Well Being
- To share information with colleagues in accordance with relevant Information Sharing Agreements
- Be able to work effectively within a team
- To promote and champion best practice in parenting and family work with partner agencies
- Contribute to a range of multi-agency meetings ensuring the voices of the client and the voice of the child is heard
- Be a reflective practitioner in the role
- Be skilled and confident to deliver training and support for external partners in relation to substance misuse and the issues related to it
- To contribute to the wider work of the service and its entrepreneurial development.
- Adhere to Early Break policies and procedures
- Maintain and update levels of knowledge and understanding of issues relevant to the client group and their children and young people
- Engage with training opportunities through training offered by Early Break and other agencies, as these arise



- Contribute to the service's social media

Along with other Service workers you will, in the course of normal activities:

- You will uphold our excellent service reputation through “living” our agreed service values
- Contribute to a culture of peer to peer challenge and support as well as the development of both individual and service “professional curiosity”
- Ensure that Early Break is represented in a professional manner at all times
- Represent the service at relevant meetings, as required and appropriate
- Be a creative force in Early Break by assisting in the development of new ideas and initiatives, where appropriate
- Engage in the Early Break Personal Development Plan framework that sets out training, line management and support network opportunities and the individual worker expectations contextual to the wider service business
- Engage in Clinical Supervision
- Ensure that all service Policies and Procedures are adhered to and contribute to reviews of Policies and Protocols where required
- Actively contribute to maintaining excellent standards as set out in the Early Break Clinical Governance Framework
- You will be a service “marketeer” delivering on our social media aspirations offering information about Early Break as opportunities arise, referencing the service offer with confidence.
- You will have an ability to offer training/presentation specific to your role
- Engage in the opportunities of ongoing reflective practice within service including Supervision, Buddy offer and Early Break Foundations course
- Undertake Health and Safety responsibilities, as is the case for every Service worker and as designated by the Chief Executive and Line Managers.
- Undertake any additional duties as directed by, and negotiated with, the Senior Management Team

Key Competencies and Qualities that will feature in your Personal Development Plan

Competency	Criteria
Personal Impact	<ul style="list-style-type: none"> • Recognise the impact of own words, actions and personal presentation on others • Respects and appreciates individual and cultural differences • Acts with integrity and builds trust • Takes time to listen and consider views of others
Commitment to Early Break Values	<ul style="list-style-type: none"> • Presents a consistent and positive image of the business both internally and externally • Ensures personal behaviour upholds the image of the business
Flexibility	<ul style="list-style-type: none"> • Accepts that a role will be one of continuous change • Keen to develop new approaches in light of changing business circumstances • Accepts that the role is varied • Acts as a change agent to implement and seek acceptance of change
Entrepreneurial Thinking	<ul style="list-style-type: none"> • Open minded in considering new opportunities for business development • Challenges the status quo and applies “out of the box” thinking
Self Development	<ul style="list-style-type: none"> • Approaches feedback as suggestions for development rather than personal attacks • Develop the skills and insight to become a reflective practitioner in own area of expertise • Identifies new areas for learning and applies learning to improve business performance
Developing Others	<ul style="list-style-type: none"> • Helps others to evaluate their own performance through the Early Break consultancy model • Provides reflective and effective feedback to others
Fearless Presence	<ul style="list-style-type: none"> • Brave enough to take the lead on an approach even if that means standing alone to do so • Not afraid to voice opinion despite collective opposition • Will take a chance based on calculating the level of risk involved • Will be a challenging supportive voice for the “unheard” – be it client or colleague



Early Break Service Values

TRUSTWORTHY: We are a reliable, consistent presence for our clients, conducting ethical business with all stakeholders

ACCOUNTABLE: We work with openness and transparency ensuring our excellent standards are upheld and open to scrutiny

FAIR: We act with integrity, ensuring that people we encounter are treated with respect. We embrace the diversity of our communities and strive to make our offer equal to all

COLLABORATIVE: We believe that working effectively with others serves to strengthen available resources and improve outcomes

INNOVATIVE: We are both forward thinking and morally creative in our work, with a desire to continually improve our services

COMPASSIONATE: Because we care, we take a fearless presence in our professional commitments