**“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**

Early Break is pleased to announce a new opportunity in our Blackburn with Darwen locality; Holding Families is an evidence based programme that works with the whole family. This is an exciting opportunity for a suitable candidate whose skills, experience and interests are in working with vulnerable children and young people who are affected by parental drug and alcohol misuse.

As a worker you will be child focussed in your practice, you will be a reflective worker who engages in the opportunities to build on your practice that this role offers. You are someone who is organised in your administration and is able to manage your time effectively. You are a highly driven individual yet can work at depth with vulnerable young people and their families. You will have a knowledge base of children and family services and will bring to the role your willingness and experience to support others to change lives and safeguard as required.

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| **Role Name** | **Children and Young People’s Worker in Holding Families** |
| **Key Focus/Role Purpose** | Support children and young people referred to the Holding Families Service, whose parents are substance misusers. This will include one to one sessions, group work with children and family meetings. This role will also include linking with a range of agencies, each of which will have a contribution to make in meeting the individual young client’s specific needs. |
| **Role Size** | EB Salary Points Range 6-10, £25,787 - £29,139 subject to review  Full Time Equivalent - 37 hours a week, 12 month contract in the first instance |
| **Minimum Qualifications** | Relevant professional qualification e.g NVQ Level 3 in early years, childcare or health and social care. Or qualification in social work, teaching, youth & community work, counselling, substance misuse qualification. |
| **Additional** | Experience of working with young people and families experiencing a range of issues  Knowledge of Hidden Harm agenda, substance misuse and its effects on families  Understanding of ACES and Trauma informed work  Willingness to travel as part of the duties of the post  Full driving licence and access to use of car  Willingness to work some evenings and occasional weekends, as required/directed |
| **Reports to** | Operational Manager for relevant area |

**Key Deliverables:**

* To deliver 1:1, face to face work with young clients and their parents/carers as appropriate 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
* Build relationships and offer interventions with children who are affected by parental substance use or parental criminality
* Offer trauma informed interventions
* To deliver group work programmes and support in drop in sessions
* To provide regular updates for and attend monthly Operational Meetings
* To write or contribute to reports for Child in Need, Case Conferences, Core Group or Court and attend meetings as appropriate
* Support the Holding Families coordinator in case load management
* Liaise and develop partnerships, with a range of agencies in seeking out the provision which best meets the needs of the young people identified through referrals
* Adhere to Early Break policies on Safeguarding young people, linking to local and national policies and guidelines
* Record and report all required client information, using the Holding Families database system in line with Service deadlines and the legal framework of Data Protection
* Maintain and update levels of knowledge and understanding of issues relevant to parental drug and alcohol use through training offered by Early Break and other agencies, as opportunities arise
* Undertake other professional development opportunities, as appropriate to the role/Service
* To contribute to the Early Break workforce development in relation to the key issues re: parental substance misuse and Hidden Harm
* To be an active member of named Service meetings, identifying areas of work and working under your own initiative to resolve gaps, problems, issues
* Undertake any other duties as directed by, and negotiated with, the Senior Manager/Line Manager
* To contribute to the maintenance of an ethos in which all workers, clients and all in contact with Early Break and its partner agencies are valued and shown respect
* To actively promote the charitable aspects of the Service to the workforce

**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
* 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**

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| Competency | Criteria |
| Personal Impact | * 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 | * Presents a consistent and positive image of the business both internally and externally * Ensures personal behaviour upholds the image of the business |
| Flexibility | * 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 |
| Self-Development | * 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 |
| Entrepreneurial Thinking | * Challenges the status quo and applies “out of the box” thinking |
| Developing Others | * Helps others to evaluate their own performance through the Early Break consultancy model * Provides reflective and effective feedback to others |
| Fearless Presence | * 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 * Not afraid to 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 |